

CSEA MOURNS LOSS OF TOM McDONOUGH

TOM McDONOUGH

How do I feel when the loss of a friend,
Leaves me helpless and terribly sad,
What can I say, much less what can I do,
To explain what a friendship we had.

The kind of a man who is always around,
Who will do anything that he can,
You might need a shoulder, a word, or a thought,
You knew to depend on this man.

I don't have to tell any one of his friends,
What it means to be sadly alone,
You can't share a joke, or a problem, not now,
For I know that he's no longer home.

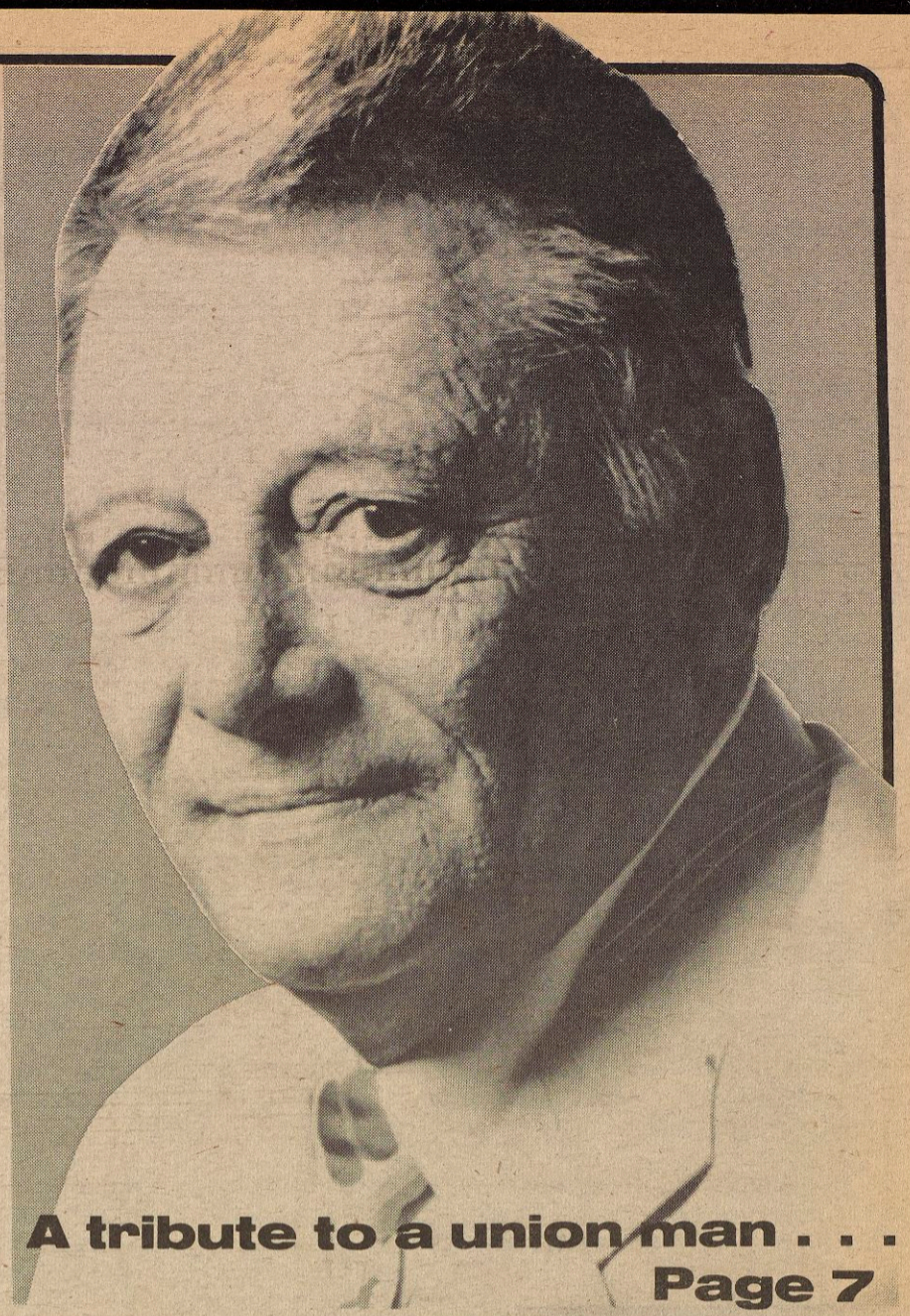
No, Tom isn't "home" in the sense that we know,
For we know we can't call him again,
Not here on our earth, nor at any one place,
And we know we can't ever ask when?

As sad as I feel at the loss of this man,
I have a mixed feeling of peace,
I know that he did everything that he could,
And with this comes a sense of release,

Yes, we can let him go to a far better place,
Though I know this is not better for me,
For as sure as I know that the Lord's up in heaven,
I know where dear Thomas will be.

He'll be up there of course in the Heavenly realm,
Organizing and having his say,
And I'm sure that the Lord will be happier, too —
For his good friend is with Him to stay.

This poem was written as a tribute to Tom McDonough by June Boyle, a former member of the statewide Board of Directors, a longtime union activist, and a personal friend of Tom and Pauline McDonough.



A tribute to a union man . . .
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Public SECTOR

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Rumors precede budget battle; 'we're standing our ground'

ALBANY — The annual budget-balancing act is under way again in the State Capitol, but with next year's projected \$1.8 billion deficit, this year's debate has already been controversial and a cause for great concern for public workers.

In addition to the perennial calls to balance the budget on the backs of public workers, this year media reports have spread "leaks" about possible layoffs of state workers ranging as high as 10,000 to 15,000 people. One "public interest group" in Albany actually publicly proposed that new state contracts be renegotiated to bail out the treasury.

Amid this climate of rumors and targeted fear, CSEA and its president are closely monitoring daily developments, drafting alternative proposals to balance the state's depleted coffers,

and urging members to wait and see precisely what Gov. Cuomo's first executive budget proposes before reacting.

Amid the media hype and the proposals and counterproposals, CSEA and other public employee unions were quick to voice their op-

position to reopening contract talks and to mandatory furloughs. And Gov. Cuomo publicly rejected both proposals (see related story).

"We're not going to apologize to anyone for the contracts we negotiated last year. Yes, we were
(Continued on Page 4)

Guv rules out reopening contracts

NEW YORK CITY — Declaring that unions are being scapegoated for the state's fiscal problems, Gov. Mario M. Cuomo has rejected a call for the state to renegotiate contracts with public employee unions.

In response to a question posed at a forum sponsored by the New York Post, Cuomo declared, "I disapprove of any effort that would

seek to force the undoing of a contract that has been made . . . We made an agreement, the Legislature approved it, we should honor it."

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Good attendance record earns bonus vacation days for Troy employees

TROY — The City of Troy, praising its public employees for their dedication to their jobs, is rewarding them with "bonus" days off for not using leave time unnecessarily.

"Two years ago, we negotiated a well-pay concept into our contract with the city," Joseph Cassidy, CSEA City of Troy Unit president, said. "After numerous improvements in the idea, the city is now benefiting through better job attendance while the employees have a chance of gaining days off for not using leave benefits unnecessarily."

Of Troy's 589 employee workforce, nearly 30 percent, or 173 workers, did not take any sick time in 1982. By not using the benefit, the employees

earned two "bonus" vacation days. Six months of perfect attendance earns one "bonus" vacation day. The majority of City employees are represented by CSEA.

"This is a fine attendance record that few residents of the community knows exists," City Manager John P. Buckley said, citing the workers' attendance statistics.

"Our idea of well pay may spread to other public employers," Cassidy said. "We've proven that such a concept leads to better attendance, which reduces substantially unnecessary benefit use and possibly stops potential leave benefit abuse."

Social Security package a bipartisan solution to funding needs

WASHINGTON — A bipartisan National Commission on Social Security Reform has told Congress that the financial problems of the social security system can and should be met without breaking faith with America's workers and retirees.

The commission, whose members ranged the political spectrum, reached a 12-3 consensus on a package of recommendations that would meet all foreseeable funding needs for the near future and erase most of a projected long-term deficit.

Its members were unanimous in turning down proposals for such drastic changes as making social security participation voluntary, imposing a needs test for benefits, or tilting sharply the other way by linking the level of benefits more rigidly to payroll contributions made during a working career.

"Congress, in its deliberations on financial proposals, should not alter the fundamental structure of the social security program or undermine its fundamental principles," the commission insisted.

AFL-CIO President Lane Kirkland, one of five commission members appointed by Democratic congressional leaders, joined in the consensus report. He took exception to one recommendation that would bring future federal employees under social security, and suggested an alternative that would more than match the funding that would be lost.

What was notable in the commission's report was the ability of such a diverse group of public figures to end up in near accord on a politically charged, controversial issue.

Ten of the commission members were appointed by President Reagan or by the Senate or House Republican leaders. Alan Greenspan, chairman of the commission, had been head of the President's Council on Economic Advisers during the Ford administration.

Despite the commission's conservative tilt, the three dissenters from the consensus were all from the political right — Sen. William Armstrong (R-Colo.), Rep. Bill Archer (R-Tex.) and Joe D. Waggoner, a Reagan appointee who had headed the Democratic wing of the House conservative coalition when he was a congressman from Louisiana in the 1970s.

The consensus recommendations were supported by the commission members most closely allied to the labor-supported campaign to stave off social security cutbacks sought by the Reagan administration. Among them were Rep. Claude Pepper (D-Fla.), a revered figure among older Americans, and Robert M. Ball, who headed the Social Security Administration for more than a decade and helped set up the Save Our Security coalition.

But the signers also included such GOP stalwarts as Senate Finance Committee Chairman Robert Dole (Kan.) and Rep. Barber B. Conable (N.Y.), who is the ranking Republican on the House Ways & Means Committee. These are the two key committees that will deal with legislation stemming from the commission report.

Both House Speaker Thomas P. O'Neill, Jr., and President Reagan endorsed the panel's recommendations. But despite this broad support, the final form of the legislation will be shaped after a congressional scrutiny that will give groups with particular concerns an opportunity to influence the ultimate product.

In some areas, such as one-time income-tax credit to offset a speedup in a scheduled higher payroll tax, workers are partly shielded from extra costs. But other changes, including a deferment in the next cost-of-living adjustment, carry a price tag for beneficiaries.

Among the more controversial proposals are those dealing with groups that are now automatically and permanently covered by social security.

One such group is made up of federal and postal employees, who now pay 7 percent of their salaries into the Civil Service Retirement System and also pay the Medicare portion of the social security payroll tax.



The funding proposals

WASHINGTON — These are the principal recommendations of the National Commission on Social Security Reform. They are estimated to raise \$169 billion in revenues over the next seven years.

- \$20 billion from expanded coverage. Starting in 1984, all employees of non-profit organizations would be brought under social security, as would federal employees hired after that date.

- \$3 billion by banning withdrawal from social security system of state and local governments already in the system.

- \$40 billion by changing the date for automatic cost-of-living adjustments in social security benefits to January of each year instead of July. The blow would be cushioned for those with the least income by higher allowable payments under the Supplemental Security Income program.

- \$30 billion by making 50 percent of social security benefit payments subject to federal income tax for persons who have substantial other income. The half of benefits assumed to stem from employer payments into the fund would be taxable income for individuals who have at least \$20,000 of other income (\$25,000 on a joint return). The revenue would be credited to the social security trust funds.

- \$40 billion by advancing the scheduled dates of increases in the payroll tax rate. The rate for workers and employers would rise from 6.7 percent to 7 percent in 1984 and then go as already scheduled to 7.05 percent in 1985. However, workers would be reimbursed for the extra deduction in 1984 through a refundable tax credit. The rate would also be raised above the present tax schedule for the years 1988 and 1989.

- \$18 billion by setting the tax rate for self-employed persons at the combined employer-employee rate instead of three-fourths of that amount. But one-half of the combined rate, equal to the employer contribution, could be deducted from taxable income as a business expense.

- \$18 billion through a lump-sum payment into the social security trust funds of the value of future benefits attributed of years of military service before 1957, when armed services personnel started paying social security taxes. It also would cover social security credits based on allowances for military service after that date.

A relatively modest \$200 million saving is estimated from changing the formula for computing social security benefits of persons whose primary retirement comes from pension systems for non-covered employment, such as the federal civil service.

On the other side of the ledger, there are about \$500 million in added costs to the social security system by eliminating various gender-based distinctions affecting benefits for widows, widowers, divorced spouses and survivors.

McEntee to address Region V Presidents' Workshop

SYRACUSE — More than 80 regional officers and local presidents from CSEA Central Region V have been invited to attend a Presidents' Workshop, Feb. 11-13, at the Hotel Syracuse here.

The highlight of the weekend activities will be an address by Gerald W. McEntee, international president of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO.

According to Region V President James J. Moore, the agenda for the two-day meeting will include a membership drive kick-off presentation, two half-day information sessions designed to aid union leadership ability, a special luncheon to honor former CSEA Executive Director Joseph J. Dolan, and a dinner Saturday evening with guest speaker McEntee.

"The Friday night program is keyed to our regional membership goal," explained Moore. "We have also made special arrangements with a professional educator to present two sessions Saturday that our local presidents should find both interesting and useful in performing their duties."

The address by McEntee, said Moore, "will also give local presidents an opportunity to meet and hear our international union's highest ranking official, and to get his views and comments regarding current labor and economic issues that concern us all."

Two Erie County child abuse investigators cited for courage

**'We were just
doing our job,'
say members,
after attack by
angry dad**

BUFFALO — The "courageous feats" performed on a daily basis by Child Protection Unit workers were saluted by the Erie County Legislature recently in a resolution that honored two CPU employees with firsthand knowledge of the dangers involved in their line of work.

"We were just doing our job," recalled John Fisher and Paul Smolinski, of Erie County Local 815, when they were attacked by an irate father brandishing a four-foot length of hardwood flooring.

The ensuing scuffle resulted in a number of bruises and scrapes for both CSEA members, including a broken wrist for Smolinski, who was further hobbled in performing his duties by a heavy cast.

The perseverance of Smolinski and Fisher, who have collectively investigated approximately 700 cases of child abuse and neglect in their two-year tenure, was called "typical of the bravery, concern and dedication which has become a



CHILD PROTECTORS — John Fisher, left, and Paul Smolinski, Erie County Child Protection Unit employees, were presented with a resolution by the county Legislature recently, in honor of their bravery on the job.

trademark of each and every Child Protection Services employee in Erie County."

The county resolution went on to praise the competence required of CPU workers, citing their "necessary high level of responsibility, judgment and knowledge of the law" in sometimes dealing with

"psychotics, drug addicts, alcoholics and violent criminals."

In concluding, the Erie County resolution extended its "warmest wishes for a multitude of future success to Messrs. Fisher and Smolinski and to every child protection worker."

Union officials hail new policy requiring posting of occupational injuries, deaths

An important new record that public employers must post in all work locations effective Feb. 1 could help unions detect health and safety trends in the workplace and prevent potentially dangerous situations from developing, CSEA officials say.

For the first time, public employers in New York State must post a record of non-fatal occupational injuries, illnesses and occupational deaths. Called the "DOSH-400" list, employers are required to post a copy of the report and keep it posted during the entire month of February.

Angela DeVito, a representative on the union's statewide OSHA Committee from Region IV, says, "DOSH-400 is very important to a safe and healthy future for all our members. We should use this tool effectively." And that, she says, means CSEA officers should determine where management will be posting the local DOSH reports, and "if management has forgotten its responsibilities,

CSEA has to be prepared to file an OSHA complaint with the Department of Labor citing failure to comply with the New York State Labor Law."

The OSHA activist noted that "previous to this posting, public employees did not have access to such records. That meant the union was often not aware of a particular job or health problem until it was too late. Now union officials may be able to detect trends and prevent dangerous situations from developing."

The new requirement, in addition to public posting of the list during February, includes maintaining the list in the workplace for five years. Employees and union representatives may view the list at any time during that period. CSEA is requesting that if an employer fails to post the report as required, a union steward or officer be immediately notified so that appropriate action may be taken.

Town of Union unit ratifies 2-year pact

UNION — A new two-year agreement calling for a 7½ percent pay increase each year, plus improved medical and insurance benefits, was recently ratified by the members of the Town of Union Unit of CSEA Local 804 Broome County and the Town Board of Supervisors.

According to Robert Densmore, unit president and chairman of the negotiating committee, the new pact requires the Town of Union to increase the allowance for physical examinations from \$60 to \$75 for employees 39 years old and over.

The contract also calls for the town to pay the full cost of hospitalization insurance for employees and dependents who are retiring on or after Jan. 1, 1983.

James Corcoran, CSEA field representative and chief negotiator for the unit employees, said, "We are gratified that the members have ratified the agreement. It's a fair and equitable contract that offers wage increases and some important improvements in benefits. I want to personally thank Unit President Bob Densmore, Pete Olevano and Fred Durfee, members of the negotiating committee, for their cooperation. It was a fine team effort all the way."

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Union says it's ready to defend ground in battle of budget

(Continued from Page 1)

able to put some decent money in our members' pockets, but I'm sure the current administration remembers that state employees lost earning power over the past decade when our pay increases were low and inflation was high," CSEA Statewide President William L. McGowan declared.

"We've done our share. the state's balanced the budget on our members' backs time and time again. They'll have to look elsewhere.

"We knew this would be a bad budget year, and when we negotiated our pay increases in this contract, we paid the price. These so-called public interest groups conveniently ignore the fact that in exchange for pay increases we had to accept several hardships including the lag payroll."

Indeed, the governor seemed to reflect the union's concern when he noted repeatedly that he was weighing a number of budget-balancing options, including university tuition increases, increases in user fees and possibly tax increases, as well as some program cuts in an effort to "spread the fiscal pain."

CSEA had a proposal of its own — a temporary surcharge on the maximum state personal income tax to 11 or 12 percent. (The maximum was reduced from 14 to 10 percent a couple of years ago.)

"This surcharge would protect our members' jobs and keep needed state programs and services going," President McGowan noted.

"We know there's going to be some pain in this budget, and we're anxious to see what the Gover-

nor proposes. Economic times are tough, and when our members hear all these budget reports and rumors, they get scared and angry."

The union president emphasized that the governor's budget proposal, due to be unveiled by Feb. 1, will only be the opening salvo in the budget battle. "It's bound to be a tough budget fight in the Legislature, and we'll be right in there battling," McGowan pledged. "We're going to stand our ground."

"It's one thing if everyone has to help bear some of the fiscal pain, but we're going to see to it that our members aren't the only ones hurting.

"One of the few consolations we have is that if Lew Lehrman were the one drafting this budget proposal, we wouldn't be talking about pain — we'd be talking about agony. Our members wouldn't just be sitting on the edge of their seats waiting to see this budget; they'd already be standing in the unemployment lines."

Cuomo rejects possibility of reopening contracts

(Continued from Page 1)

Cuomo also took exception to claims by citizen "watchdog" groups that renegotiating the contracts would significantly help the state balance its budget. "Their figures are wrong," he said referring to claims that the state could save several million dollars by reopening contract negotiations. The Governor noted that the increases scheduled for next fiscal year will cost the state between \$220 and \$250 million more than this year's salaries.

"If I put a gun to their (unions') heads and renegotiated to the inflation rate, it would save \$45," he said. "Cut the increases in half and it would only get \$110 to \$120 million.

"That wouldn't even come close to solving our problems," he concluded. Cuomo estimated the state budget gap for next fiscal year at \$1.8 billion.

The Governor dismissed arguments that the raises granted in union contracts are the cause of the projected budget deficit. "We have a tendency to scapegoat unions," he said. "It's not fair."

Cuomo blamed the "depth of the recession" as among the chief reasons for the projected budget deficit, causing a drop in state tax receipts.

In discussing his executive budget, Cuomo cited "personnel actions" as one way to cut spending. He refused to specify what "personnel actions" he would recommend until he releases his executive budget on Feb. 1.

Cuomo had previously endorsed the furloughing of state workers to help solve the state's fiscal problems, but he has apparently changed his position. In response to a question, he offered "voluntary furloughs" as one way to reduce state spending.

A day of celebration for public employees

WASHINGTON — Government employees have "very little to celebrate," President Kenneth T. Blaylock of the AFL-CIO Public Employee Dept. told 500 workers gathered at a noon-time rally to celebrate Public Employees Appreciation Day.

"Today, public workers are maligned and alienated," Blaylock said. "Their careers, system of pay, retirement and other working conditions are attacked and being slowly destroyed. They find themselves being blamed for everything that's wrong with government."

The Jan. 10 rally, sponsored by the Public

Employee Roundtable, a coalition of 26 public employee advocates, featured speakers from unions, business and government.

Congress and President Reagan have proclaimed Jan. 17 as Public Employees Appreciation Day to salute the 16 million federal, state and local public employees.

Arthur Flemming, former chairman of the U.S. Commission on Civil Rights and now president of the National Council on Aging, told the public employees to start demanding more respect and protection from elected officials, and pressure the two national parties to adopt

platform planks that acknowledge the importance of public workers' contributions.

Rep. William D. Ford (D-Mich.), chairman of the House Post Office & Civil Service Committee, said the occasion should be "joyous," but "sadly, it is marred by a reckless assault on the federal workforce under the bogus banner of economic restraint. The demagoguery and duplicity of the White House is disgraceful when it comes to federal employees and the work they do."

Monroe County appreciation day, page 5

Public Employees Appreciation Day

ROCHESTER — The 100th anniversary of the U.S. Civil Service Act was the impetus for a Monroe County proclamation that declared Jan. 17 Public Employees Appreciation Day.

The Monroe County action follows the lead of the U.S. Congress, as part of a national public education campaign designed to improve the perception and image of those working in government service.

Local 828 President George Growney and County Employees Unit President Florence Tripi accepted a framed proclamation in behalf of the more than 3,100 CSEA members employed by Monroe County.

Four other public employee unions, including AFSCME members, fire fighters, social workers and operating engineers were likewise honored in County Manager Lucien Morin's office.

The proclamation was given extensive media coverage in the Rochester area, and was a leading story on several radio and television newscasts.

The county document, signed by Morin and county Legislature President Edwin Foster, lauded usually-unsung public workers who "perform services that are vital to the daily conduct of our lives and businesses, with little expectation of recognition or public acclaim."

Noting the many tasks the public expects and cannot provide for itself, such as highway maintenance, health services, police protection and many others, the proclamation concluded, "Too often the service of public employees is taken for granted."



APPRECIATION PROCLAMATION — George Growney, Monroe County Local 828 president, left, Florence Tripi, president of the Monroe County

Employees Unit, and Lucien Morin, county manager, are shown with the proclamation that declared Jan. 17 a day of appreciation for the county's public employees.

Non-teaching school employees set forth '83 legislative priorities

ALBANY — School bus seat heights, parity with subcontractors who provide transportation services, and a change in items that may be included in contingency budgets, are the top 1983 legislative priorities set by CSEA's Non-Teaching School Employees Committee. Those proposals are part of CSEA's overall legislative package to be presented to the State Legislature.

Chairwoman Carol Craig explained that if New York State agreed to go along with federal regulations regarding the height of school bus seats, then significant savings would be realized. Standardization would reduce

manufacturing costs, and the lower seats would make it easier for drivers to observe and account for students.

The Parity Bill would reform regulations that currently favor school districts which subcontract transportation services, and the Contingency Budget Bill would expand services that could be included in austerity budgets.

The committee's legislative goals are rounded out by support of bills to make the Agency Shop permanent for all public employees, and to have reopeners for the Tier I and Tier II Retirement Systems.



LABOR INSTITUTE WORKSHOP PLANNED — The agenda for the CSEA Labor Institute's first educational workshop for Metropolitan Region II members was discussed recently by, from left to right, Region II Office Manager Lilly Gioia, CSEA Director of Education and Training Thomas Quimby, Region II Education Committee Chairwoman Rose Fuererman-Sutro, CSEA Training Specialist Sean Turley and Region II President George Caloumeno. Details and registration procedures for the workshop, set for April 9 and 10, will be announced.

21 months later

Watervliet Housing Authority pact signed

WATERVLIET — The Watervliet Housing Authority contract only took two minutes to sign, but it took 21 months to negotiate and along the way, the dedication of the Authority's seven employees to the concept of unionization and a union contract earned recognition and respect.

"It wasn't a hard contract to negotiate," CSEA Field Representative Greg Davis said. "But these people had to overcome the death of their original unit president and several personnel changes before reaching their long-sought goal. I'm very proud of their determination and persistence."

Davis, who served as the unit's organizer as well as their first contract negotiator, detailed the members' long effort as follows:

"CSEA was certified as the union for the Authority's employees in May 1981. Everything pointed to quick negotiations for a first contract; negotiations were friendly and productive. But problems arose, and it seemed that just as one problem was solved, a dozen more took its place.

"Bill Halliday, the original unit president, who brought the workers into CSEA, retired and was hospitalized shortly after. But he stayed in contact with his former co-workers and was aware that the contract was going to be signed, when he died suddenly. Helen Corina, the new unit president, kept up the members' spirits and resolve, often reminding them of Halliday's dedication to their well-being," Davis said.



HOUSING PACT — A 21-month first contract negotiating effort finally came to a successful and friendly conclusion as CSEA and Housing Authority officials signed the agreement. CSEA Field Representative Greg David, standing left, and Housing Authority Executive Director Charles Petricelli, standing right, watch CSEA Unit President Helen Corina and Housing Authority Board Chairman Walter Zielonko sign historic agreement.

"And then there was the unexpected replacement of the Housing Authority's executive director. That move basically meant that the unit was back at step one, as far as the contract negotiations went. But even this obstacle was overcome through quiet persistence and personal dedication."

The first contract addresses all

of the normal collective bargaining needs of the Authority's seven workers and establishes their rights before their employer. It is retroactive to 1981.

"It's a relief that it is finally over," Corina said. "We look forward to a good, open and honest relationship with the Authority."

Colonie units ratify tentative agreements

COLONIE — Blue- and white-collar employees in the Town of Colonie Units of CSEA have ratified tentative agreements with management.

The white-collar unit "C" ratified its tentative agreement with the town on the first workday of the new year by a 3-to-1 margin. Unit "B" voted by a 7-to-1 margin to accept their pact a week later.

The two unit contracts will provide for a 6 percent salary increase retroactive to the first of this year

and will be followed by a 6.5 percent increase next year. The new two-year pact will provide for an employee and family dental program this year and a \$10,000 employer paid life insurance policy for each worker next year.

Also included in the pact is a \$3.50 meal allowance for those workers forced to extend their shift or work double shifts, and new rates for holiday pay. For the white-collar unit, holiday pay and double time will be paid for working Election Day and/or Independence Day. In the blue unit, the holiday pay rates now include Election and Veteran's Day.

Approval by the town administration is expected soon. Unit Presidents Kenneth Bell (blue collar) and Lawrence Jeram (white collar) are working with CSEA Field Representative John Cummings on final language for the agreements.

State Executive Committee election plans underway

ALBANY — Preparations have begun for elections this spring to choose members of the statewide Board of Directors' State Executive Committee.

The Statewide Nominating Committee, comprised of three State representatives from each CSEA region, is charged under the union's Constitution with responsibility for nominating candidates to appear on official ballots for each representative on the State Executive Committee.

Any eligible member in good standing can have his or her name placed on a ballot either by nomination by the committee or by obtaining the requisite number of member signatures on official petition forms.

Nominations are now open, and any CSEA members eligible to run for the State Executive Committee are invited to apply for nomination. "Request to Be A Candidate" forms must be completed and returned to CSEA Headquarters no later than Feb. 24 to be considered by the Nominating Committee.

Forms are available from CSEA state division local presidents, regional offices, or the Office of the Executive Director at CSEA Headquarters.

The election schedule has been set as follows:

- Jan. 28 Opening of nominations
- Feb. 24 Nominations close
- Feb. 25 Meeting of Nominating Committee
- March 1 Report of Nominating Committee Petitioning for independent nominations begins
- March 19 Deadline for declination of nomination
- April 15 Final day for nominating petitions to be filed
- April 28 Drawing for ballot position
- May 11 Publication of names of all candidates in The Public Sector
- May 14 Official ballots to be mailed
- May 24 Replacement ballots may be requested
- June 15 Ballots must be returned by 5 p.m. Ballots to be counted, and election results announced
- June 25 End of election protest period

AFL-CIO sponsors art sale to benefit Polish workers

WASHINGTON — Marking the first anniversary of martial law in Poland, AFL-CIO President Lane Kirkland declared that organized labor "will not retreat from our demand that Solidarnosc (Solidarity) be fully restored to the workers of Poland."

Opening an exhibition of Polish photographic and poster art at AFL-CIO headquarters, Kirkland announced the beginning of "a grass-roots fund-raising campaign — for the workers of Poland and for unemployed American workers."

Proceeds from the sale of the art will go to the federation's two-year-old Polish Workers Aid Fund.

Although Poland's military regime recently announced a gradual lifting of martial law restrictions Kirkland noted that "the regime has moved to permanently institutionalize its most repressive features."

Unless genuine trade union and other rights are restored, Kirkland said, labor would continue to demand that "the sanctions against Poland and the Soviet Union be maintained."

Those attending the exhibition opening included Vice President George Bush, Labor Secretary Raymond Donovan, Attorney General William French Smith, former Secretary of State Alexander Haig and Senator Edward M. Kennedy (D-Mass.).

FREE UNIONS
FREE PEOPLE

SOLIDARNOSC!

TOM McDONOUGH

Executive Vice President
dies unexpectedly at 65

Union mourning loss of a fighter and a friend

ALBANY — Thomas H. McDonough, who once served as acting statewide president of the quarter-million-member CSEA during the mid-1970's and who was in his eighth year as statewide executive vice president of the union, died unexpectedly on Sunday, Jan. 16 of an apparent heart attack. He was 65.

Along the way during his quarter of a century as a member of CSEA Tom held virtually every key position of leadership within the union. And he earned the respect of both labor and management for his aggressive efforts on behalf of a wide variety of union causes and of working people in general.

CSEA President Bill McGowan said "Tom McDonough symbolized this union..." and called his second-in-command "a tireless fighter for the causes that he believed best served the members of our union."

Meyer Frucher, director of the Governor's Office of Employee Relations, who often faced Tom across the negotiating table, said "Tom McDonough earned our abiding respect... he was amiable, but a tough negotiator whose agenda gave top priority to the interests of the employees he represented."

Tom was re-elected to a 3-year term as statewide executive vice president last

May, and was mid-way through his eighth year in the position when he suffered the apparent heart attack while walking outdoors near his home in the Albany suburb of Colonie. He had been recuperating from a lengthy illness and had resumed his union duties on a part-time basis only a few weeks ago.

In addition to his eight years as executive vice president and his service as acting president, Tom also was first vice president of the Capital District Conference for four years and a statewide first vice president of CSEA for two years. He was chairman of the CSEA Administrative Unit negotiating team for 12 years, and member of CSEA's coalition negotiating team for 14 years. He was president of CSEA's Motor Vehicle Department Local for 15 years, a member of the statewide CSEA Board of Directors for 14 years, and chairman of the State Executive Committee for two years. Tom also served as CSEA's first Political Action Committee chairman, and was a member of various statewide union committees as well. Then-Gov. Malcolm Wilson named Tom a member of the governor's Affirmative Action Committee.

A native of Pittsford, Vermont, Tom grew up in the New York-Vermont border town of Granville, where he served as a town councilman and a Democratic committee chairman prior to moving to the Albany area in 1956. He worked for more than a quarter of a century for the State Department of Motor Vehicles, where he was a senior clerk.

Survivors include his wife, Pauline; a daughter, Patricia, and a son, George, both of Colonie; his mother, Helena Grenno McDonough of Granville, eight grandchildren, and three great-grandchildren.

Funeral services were held on Thursday, Jan. 20 from St. Mary's Church in Granville, and burial was at Mount Carmel Cemetery, Granville.



The family of the late Tom McDonough has requested that remembrances be sent to the Hospice, Coronary Care or Hematology Units at St. Peter's Hospital, 315 South Manning Boulevard, Albany, New York 12208.

"Tom McDonough symbolized this union as much as any of its officers. He was a tireless fighter for the causes that he believed best served the members of our union. He was outspoken on the membership's behalf and an active and vocal participant in virtually all of the major decisions that helped shape this union over the past two decades. But more than anything else, Tom was a friend to his brothers and sisters in CSEA. Always willing to help when he could or to just listen when he couldn't. He always cared about the people he spent so much of his life representing and he gave them everything he had to offer. He will be sorely missed by all of us."

CSEA President
William L. McGowan

"Tom McDonough earned our abiding respect, although we sat on opposite sides of the bargaining table. He was amiable, but was a tough negotiator whose agenda gave top priority to the interests of the employees he represented. Because of his background in a variety of jobs with the Department of Motor Vehicles, he brought a strong sense of issues to his union role. Our condolences go to his wife and other family members and to his union. He will be missed."

Meyer Frucher, Director
Governor's Office of
Employee Relations

"Fight for
my union?"



...Damn right
I would!"

TOM McDONOUGH was proud of his reputation as a hard-nosed advocate of public employees and their rights. He created this cover for one of his campaign pieces.

Memorial Mass

CSEA scheduled a Memorial Mass attended by staff and area union members, union offices in the Albany area were closed, and several major meetings were cancelled or postponed last week out of respect for and in memory of Tom McDonough.

CSEA state headquarters and the union's Region IV headquarters, both located in Albany, were closed Thursday morning, Jan. 20 to enable staff employees and area union members and friends of Tom to attend a Memorial Mass arranged by CSEA at St. Francis DeSale Church. The Mass was scheduled to coincide with funeral services scheduled that morning in Granville, a considerable distance from Albany, and was held to enable as many people as possible to pay their respects.

The January meeting of the statewide Board of Directors, scheduled to be held on Jan. 20 in Albany, was cancelled, as were numerous other union meetings and programs. Under a provision of the union's Constitution, the Board of Directors will fill the vacancy in the executive vice president position by appointing any one of the union's six statewide vice presidents (regional presidents).

Cold building a hot issue

HEMPSTEAD — It was a case of the right hand not knowing what the left mitten was doing when one state agency closed after the heating plant broke down but another agency insisted on staying open.

The chilled fingers of employees of the State Insurance Fund on Franklin Ave. were unable to type and file correctly. Letters starting with "Dear Sir" came out "Dear Dir" and things like that.

Insurance Fund employees complained that it was not an isolated incident. The heating plant broke down repeatedly last winter and again this season, they said.

When the employees' complaints were lodged by CSEA Field Representative Nick Pollicino, the parole office in another part of the same building promptly agreed to close but the Insurance Fund refused to let the workers go.

The thermostat in the Insurance Fund office showed readings around 60 degrees. About 60 employees, primarily clerical, work in the office.

They struggled through the day Jan. 3, but refused to work when there was no heat again on Jan. 4 and Jan. 5. Management declared that each employee would be charged for two days sick leave.

There was a warm ending, however, when Pollicino appeared at the office later to serve formal grievance papers on the agency. On the spot, management reversed the decision to charge for sick time.

And the heating plant was (knock wood) still working.

Bone marrow starting to take for Jenny Harrington

Jenny Harrington, the 4-year-old daughter of CSEA member Gary Harrington, an orderly at the Meadows Country Infirmary in Otsego County, is showing signs of improving after a bone marrow transplant, according to a recent story in the Syracuse *Herald-Journal*.

Jenny, who has leukemia, underwent the transplant of the bone marrow from twin sister Jody on Dec. 28 at Seattle's Fred Hutchinson Cancer Research Center.

A bone marrow sample taken from Jenny on Jan. 11 showed that new marrow is growing and Jenny's mother, Debbie, was quoted in the Syracuse story as saying, "They think the bone marrow was starting to take."

The Harringtons received a card from President Reagan last month when their story received national attention. CSEA members and others at the infirmary where Harrington works put together a fund to help defray some of the costs of the surgery and treatment, and more than \$20,000 has been raised so far.

Syracuse bus drivers win extra pay for extra work

SYRACUSE — School bus drivers belonging to the North Syracuse Transportation Unit of Onondaga County Local 834 have won the extra pay that they are owed for driving two extra bus runs on Nov. 19 and Nov. 24, 1981.

Arbitrator Donald E. Cullen recently made the award in response to a grievance filed by driver Linda Wells. He noted that the grievance was arbitrable even though the school district argued that it had not been filed on time. Cullen said that an August notice of the extra runs was sufficiently "ambiguous" so that employees really did not know until payday, Dec. 4, 1981, that they would receive the daily rate plus two hours pay for the extra work.

The CSEA contract requires that any changes in the school calendar be posted each August "with the dates for such deviations." Otherwise, the past practice was to pay at least two hours extra pay for runs that were not specified in the August posting.

The past practice, as well as the fact that when deviations in the bus runs were announced no specific days were given, formed the core of CSEA's arguments.

The arbitrator directed the district to reimburse drivers the balance of two hours pay for each of the two days that they drove extra runs.

The case was won with the aid of CSEA's Legal Assistance Program.



Work and Health

Carbon monoxide: invisible killer

By Phillip L. Polakoff, M.D.
Director, Western Institute for Occupational/Environment Sciences



Carbon monoxide is one of the most dangerous and widespread industrial hazards.

The main source of this invisible, odorless gas is the incomplete burning of anything that contains carbon. This includes gasoline, natural gas, oil, propane, coal and wood.

Every year, some 2,000 persons are killed outright by carbon monoxide. At least 10,000 more workers suffer from exposure high enough to cause serious health effects. Millions of others experience milder effects.

These figures are not precise because there is a good reason to believe that a large number of cases of carbon monoxide poisoning, both fatal and non-fatal, go unreported or incorrectly diagnosed. The symptoms are fairly general, especially at relatively low levels, and might suggest other causes. Carbon monoxide also aggravates other disease conditions, particularly heart trouble and respiratory difficulties.

The most frequent source of carbon monoxide in the workplace is usually the internal combustion engine, although coke ovens, blast furnaces and forges also produce the gas.

Among those obviously at risk are operators of lift trucks, front-end loaders and diesel engines, as well as those working nearby. When such equipment is operated in an enclosed area, the risk is particularly dangerous. Such areas would include garages, filling station repair shops, warehouses, dock areas, the holds of ships during loading and unloading, vehicular tunnels, toll collection stations and so on.

Carbon monoxide poisons its victims by displacing oxygen in the blood. Oxygen from the lungs normally is carried through the body by the blood's hemoglobin. But when carbon monoxide is inhaled, the hemoglobin grabs the poison first, passing over the available oxygen. This explains how workers can die within a few minutes because of large amounts of carbon monoxide in the air, even though there is also plenty of oxygen available.

Tests have shown that carbon monoxide combines with hemoglobin 210 times as fast as oxygen does.

Without oxygen moving through the blood stream, the victim suffocates.

At lower levels of concentration, carbon monoxide takes over part of the oxygen-carrying function of the blood. The effects vary with individuals, but the most common complaints are headaches, nausea, drowsiness, tightness across the chest, tiredness and inattention.

As exposure increases, the worker may become uncoordinated, confused and weak. Continued exposure can lead to convulsions, coma and even death.

High doses of carbon monoxide — even if the victim recovers — may cause permanent damage to body tissues that require a lot of oxygen, particularly the brain and the heart.

Besides being a health hazard, carbon monoxide is a safety hazard as well because of some of the effects just mentioned. A worker whose coordination is affected, or who becomes drowsy on the job, is a likely candidate for an accident and a risk to others.

There are two basic approaches to eliminating this hazard to health and safety:

- Get rid of the source.
- Get rid of the gas itself.

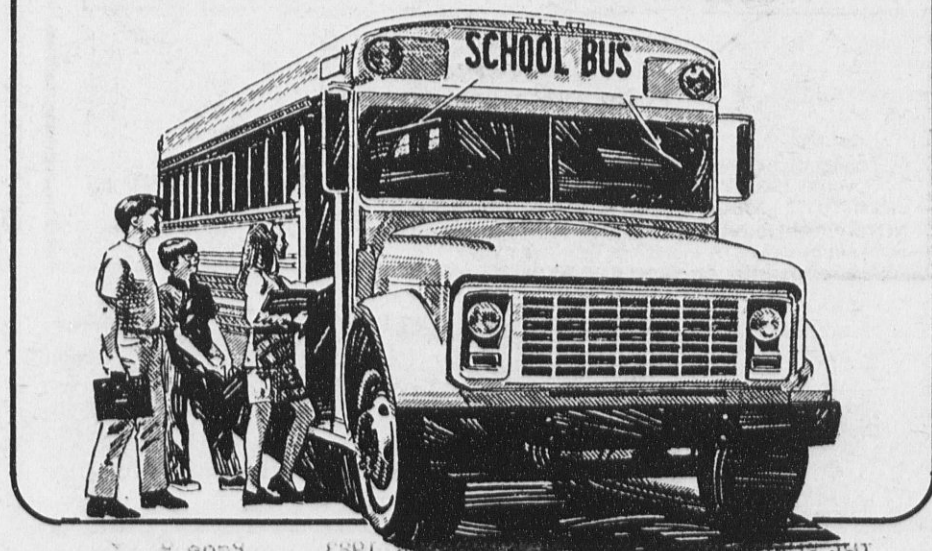
Some businesses — warehouses, for example — have eliminated the source by switching to battery-operated fork lifts which give off no exhaust. This is a good solution, particularly in the winter when doors and windows generally are closed and the risks from gasoline-burning equipment are particularly high.

Another idea that has proved effective is to enclose dangerous operations and install blowers or fans to carry away the gas. The exhaust system should be installed in the ceiling or high above the source of the carbon monoxide. The gas is slightly lighter than air and, when it comes from a tailpipe, is usually hot and has a tendency to rise.

Many tunnel attendants and toll collectors are provided with glass-enclosed booths and an independent fresh air supply. Newer tunnels have built-in exhaust fan systems that turn on automatically when the level of carbon monoxide reaches dangerous levels.

Portable blowers, properly placed, can dissipate carbon monoxide in other situations, such as on shipboard where longshore workers have to work between the decks.

A word of caution: Just because you can't see or smell the exhaust from an internal combustion engine doesn't mean that carbon monoxide isn't present. Remember, this gas is invisible and odorless. The blue or white plumes you see are other gases or water vapor. The killer strikes without warning.



The process by which ideas become law has always been a mysterious one. But although the process is necessarily an involved one, it is not unduly complicated. This special four-page pull out section is the first in a series of articles designed to help disperse the mystery surrounding a function that affects all our lives.

LAWMAKING: A fathomable labyrinth

In order for an idea to become a law, there is a certain procedure which must be followed. When a legislator decides that something should become law, that individual introduces legislation. Proposed legislation is referred to as a bill. This bill is formally written by the Legislative Bill Drafting Commission which employs attorneys who translate the idea into legal terms.

Once the bill is written, the sponsor's name goes on it and it is given a number. A bill sponsored by more than one legislator in the appropriate house, Senate or Assembly, is called a "multi-sponsored" bill. A multi-sponsored bill has the prime sponsor whose name appears on it first, then the multi-sponsors are listed. A bill sponsored by both a member of the Assembly and the Senate is called a "uni-bill" because the same bill could come up in either house. A uni-bill saves the expense of printing the bill in each house but still must pass in both houses. It is important to note, however, that one of the "companion" bills must pass both houses of the legislature if that legislation is to become law.

Once the bill is sponsored and drawn it is referred to the appropriate legislative committee. There are many committees for each house, each one dealing with a specific subject area. A bill may have to be considered by more than one committee. The committee analyzes the bill and data concerning the bill furnished by outside groups such as industry, taxpayers, unions and various special interest groups. The committee evaluates the bill and decides whether or not it should be sent to the floor to be voted on by the whole Senate or Assembly.

If a bill is approved by the appropriate committee or committees, it is sent to the full house. The whole Senate or Assembly vote on the bill. Once a bill has passed the careful consideration of the committee, it is usually passed by the whole house. In order to pass, a bill must receive a majority vote except in the case of bills dealing with appropriation of money, which require a two-thirds vote. After the bill has been passed in one house, it is sent to the other house for approval. If it is passed by both the Senate and the Assembly by majority, the bill is sent to the Governor.

The Governor has ten days in which he must either sign or veto the bill. If he signs it, the bill becomes a law. If he rejects it, it is sent back to the legislature, along with his objections. The legislature may reconsider the bill and may override the Governor's veto. Any successful override requires two thirds vote in each house. If the override attempt is successful the bill becomes law regardless of the Governor's objections. If the Governor does not sign or veto the bill in ten days (excluding Sunday) the bill becomes law. At the end of the session, the Governor has thirty days instead of ten to sign the bill.

There are many practical considerations that must be accounted for when trying to bridge that gap between a bill and a law. It is imperative that a bill be drafted properly. Often, in the waning days of the legislative session, a bill which is otherwise passable will be dead, for it is impossible to get such a bill reprinted, reintroduced and passed prior to the close of the legislative session.

Yet another critically important consideration that must be attended to is the question of sponsorship. It is important to note that, without the appropriate sponsors on a given piece of legislation, the bill has little or no chance of being enacted into law.

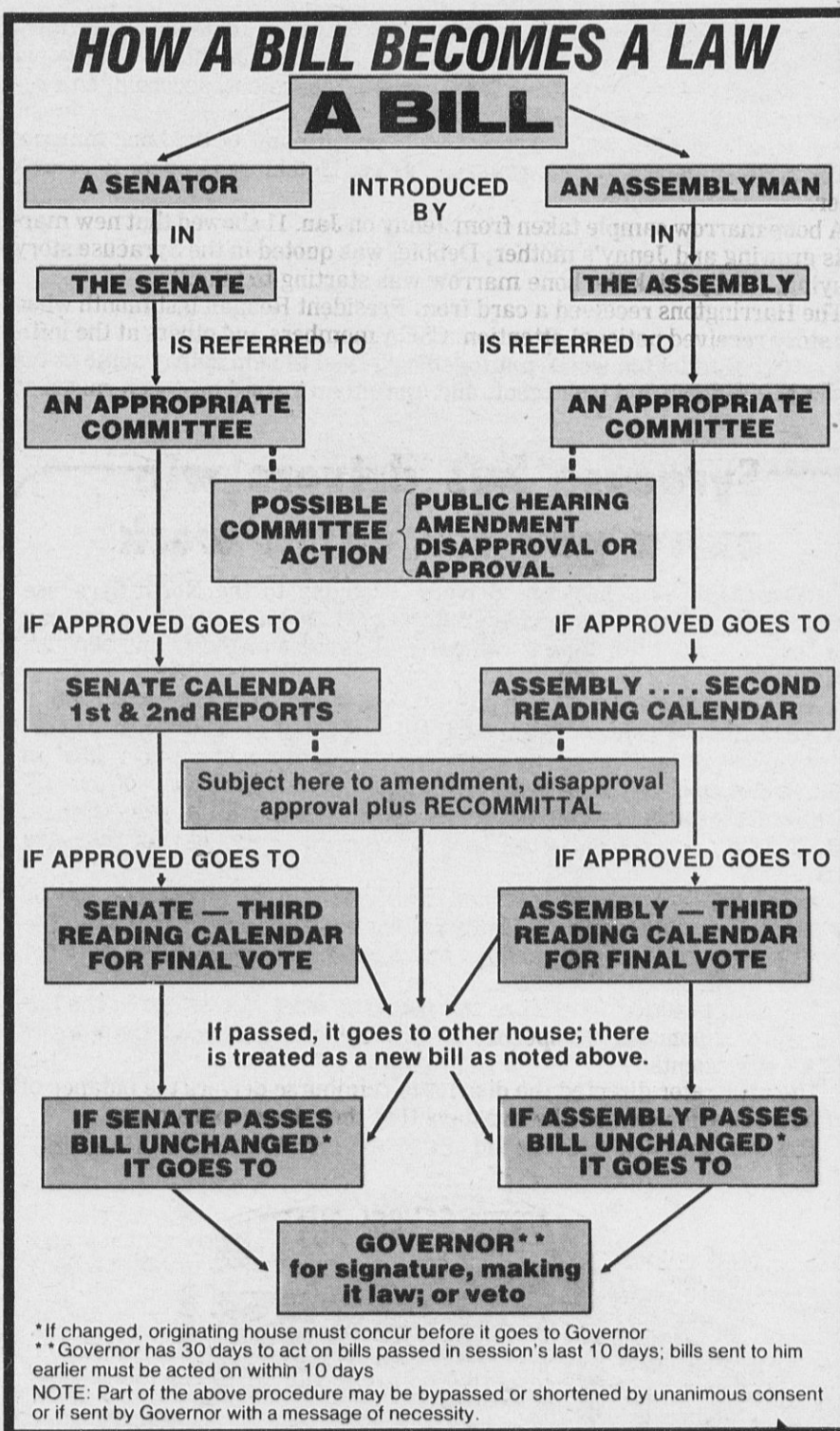
Still another consideration that should be addressed is the question of timing. If a bill is relatively noncontroversial in nature, it should be introduced early in the legislative session. At the beginning of the legislative session, the legislature has a great deal of difficulty filling its calendar. Most bills are still in the drafting stage, analysis can be slow, and the legislature may find itself with very short calendars and not as much work as it would like before it on the floor. Well drafted, noncontroversial bills that are introduced early in the session can usually be passed with little difficulty.

There are many institutions within the legislature that play an important role in determining whether a bill will become law. In the Assembly, for example, when a bill is referred to the appropriate committee, it is analyzed by the Program and Committee staff. This staff is a group of approximately twenty professionals who are assigned to work with various committees. They constitute that group which takes the first initiative toward recommending to the committee chairman that the bill should be reported out of committee and to the floor.

The personal staff of the various legislators also play a very significant role in determining when a bill is to be reported out of committee and what

the potential consequences of the bill are.

Legislation of a controversial nature is usually considered by the Steering Committee. For example, in the Assembly, the Steering Committee is composed of the Speaker, Majority Leader, Speaker's leadership team, such as the Deputy Majority Leader, the Deputy Speaker and so forth. This committee is essentially a listening post for the Speaker. If a bill runs into trouble in the Steering Committee, it probably will not go anywhere until and unless the necessary changes are made. If a bill meets with the approval of the Steering Committee, it is then taken up in Conference.



**Senate, Assembly
Committees reviewed
pages 10, 11, 12**

A powerful leadership,
a strong respect for labor

An estimated 75 percent of CSEA's legislative proposals are channeled into the Senate Civil Service and Pensions Committee and the Assembly Governmental Employees Committees. These important committees represent the first step in a long chain of lawmaking procedure. In the articles below, these committee's chairman and ranking minority members talk about their roles, views and philosophies on state government. These are the first in a series of legislative committees to be profiled in The Public Sector.

Continuous negotiations in a
'very democratic' House

Senate Civil Service and Pensions Committee

By Gwenn M. Bellcourt
Assistant Editor

Senate Civil Service and Pensions Committee Chairman Richard Schermerhorn (R-40th Dist.) was candid about his relationship with public employees unions. Nearly all the bills which come before his committee are written up by the unions, he said, and he's on a first name basis with each of their representatives.

As a courtesy, the five-term senator puts all of the union's bills into print. After going over each piece of legislation with staff attorneys, he decides which bills go on the agenda.



Senator Richard Schermerhorn
Committee Chairman

Often, Schermerhorn consults with the Senate Majority leader Warren Anderson on the merits of a bill. "If the majority wants the bill, I won't stop it... even if I don't agree with it," he explained, echoing a common belief that party loyalties are especially strong in the Senate.

Seven Republicans and five Democrats sit on the Civil Service and Pensions Committee, a ratio proportional to the number of partisan members in the Senate. The bloc of five Democrats on this committee plays a crucial role in the "stopping" of legislation, according to the committee's ranking minority member, Senator Martin Connor (D-25th Dist.)

Admittedly, Connor may have a difficult time mustering support for a piece of legislation when the majority is opposed. But he says his primary function is to query public employee groups to find out how it affects them. If his Democratic coalition finds the bill disagreeable, Connor will make sure his party members are present at the committee meeting to vote against the measure.

Usually, Connor will try to get a "swing vote," a Republican to vote against the majority's dictate. This ties the vote, keeping the bill in committee or killing it all together.

Unlike the Assembly's Governmental Employees Committee, the Senate's Civil Service and Pensions Committee does not place every piece of legislation on the agenda.

"The power of the committee chairman is all-encompassing," says Connor. "He decides what bills will or will not be brought to committee."

As for CSEA's legislative program, both Senate committee leaders believe that Agency Shop will probably be extended another two years, even though Gov. Cuomo proposes making Agency Shop permanent in the state.

"The time isn't ripe," explained Schermerhorn. "There's too much controversy and the simplest solution is to extend it for another two years."

Connor called the Agency Shop extension bill a "guaranteed victory for the union's every two years," a practice he feels is getting repetitive and outdated.

Both men voiced strong opinions on the Tier III state retirement system. Connor called the contributory pension plan "a phony," which has failed to save the billions of dollars "political leaders and editorial writers have claimed as their battlecry," he said.

While he may be in favor of repealing Tier III, Connor said, realistically, this won't happen.

Schermerhorn agreed. The 3 percent contribution requirement will stay intact, he said, but legislators will probably take a second look at the social security offset factor written into the plan.

Asked how the estimated \$500 million budget deficit will affect public employees, the two

The Committee: An Overview

Legislative committees within the Senate and Assembly play a major role in the process of a bill becoming a law.

Both the Senate and Assembly have thirty committees. These committees deal with a wide and diverse range of topics, from aging to transportation.

Legislative committees are comprised of a Chairman and members. The number of members within the various committees range from eight to twenty seven, depending upon the importance of the committee and the number of bills that must be reviewed by the committee.

The main function of a committee is to review bills. Committee meetings are usually held on a weekly basis, with certain bills being reviewed at the upcoming meeting. At the meeting, the bills on the agenda are voted upon by the members. There are several ways a bill is dealt with. The members may vote to pass the bill, otherwise known as "reporting the bill" out of committee to first reading on the legislative calendar. In some instances, a bill may be reported directly to third reading for immediate action by the legislature.

A bill may be reported to another committee for their review. Or, a bill may be "held" by the committee for further discussion and may appear on the agenda for a later date. It can also be "killed" in committee. This term applies when a bill is held in committee and no action is taken on it. The bill is never allowed to the floor of the legislature for a vote.

Legislative committees are, therefore, extremely important components within the legislative process.

On writing your legislator

During the course of these Public Sector interviews, committee chairmen and ranking minority members were asked about their reactions to full-scale letter-writing campaigns. Universally, they agreed that legislators pay strict attention to the needs and concerns of their constituents. Their comments follow:

"The number one political instinct is survival. That means being sensitive to the needs of the electorate. It makes good political sense..."

—Assemblyman Joseph Lentol (D-58th Dist.)

"I listen more to the leaders they (special interest groups) elect. If I hear that a union is bothered over a particular issue, I pick up the phone and call their leader..."

—Senator Richard Schermerhorn (R-40th Dist.)

"Letters do have an impact... it makes you take a closer look at the problem. When a legislator doesn't respond, he won't be in office very long..."

—Assemblyman Nicholas Spano (R-87th Dist.)

"Constituent pressure is singly the most important and effective tool of a good lobbying effort. It absolutely works, especially around budget time..."

—Senator Martin Connor (D-25th Dist.)

SENATE CIVIL SERVICE AND PENSIONS

NAME	OFFICE
Richard E. Schermerhorn (R) Chairman	146 Lakeside Plaza P.O. Box 351 Newburgh, N.Y. 12550
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Dale M. Volker (R)	4981 Broadway Depew, N.Y. 14043
Joseph L. Bruno (R)	LOB 814 Albany, N.Y. 12247
James J. Lack (R)	205 E. Main Street Huntington, N.Y. 11743
Hugh T. Farley (R)	LOB 903 Albany, N.Y. 12247
William Steinfeldt (R)	217 Weston Road Rochester, N.Y. 14612
Martin Connor (D)	RM. 1000, 270 Broadway New York, N.Y. 10007
Gary Ackerman (D)	Suite 201 46-07 Kissena Blvd. Flushing, N.Y. 11355
Martin Markowitz (D)	1408 Avenue J Brooklyn, N.Y. 11230
Israel Ruiz, Jr. (D)	LOB 617 Albany, N.Y. 12247
Martin Solomon (D)	2075 86th Street Brooklyn, N.Y. 11214

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Gary Proud (D)	459 Central Park Rochester, N.Y. 14605
Anthony S. Seminerio (D)	109-56 111th St. Ozone Park, N.Y. 11420
Joseph Ferris (D)	659 41st Street Brooklyn, N.Y. 11232
Eileen C. Dugan (D)	LOB 454, E.S.P. Albany, N.Y. 12247
Geraldine L. Daniels (D)	LOB 641, E.S.P. Albany, N.Y. 12247
Louis Freda (D)	LOB 619 Albany, N.Y. 12247
Thomas E. Catapano (D)	3456 Fulton St. Brooklyn, N.Y. 12208
Michael R. McNulty (D)	33 Second St. Troy, N.Y. 12180
Nicholas Spano (R)	33 S. Broadway, RM. 616 Yonkers, N.Y. 10701
Neil Kelleher (R)	LOB 320, E.S.P. Albany, N.Y. 12247
Eugene Levy (R)	1 S. Madison Ave. Spring Valley, N.Y. 10977

Assembly Governmental Employees Committee

By Gwenn M. Bellcourt
Assistant Editor

Assembly Governmental Employees Committee Chairman Joseph Lentol (D-58th Dist.) cited a House rule that every bill referred to his committee must be considered by the whole group and placed on the agenda.

Last year, anywhere from 500 to 1,000 bills were offered up for discussion. Each time Lentol privately reviewed a bill with staff attorneys, the committee's ranking minority member, Nicholas Spano (R-87th Dist.) was sitting by his side.

"We have an excellent rapport. Very rarely is a bill reported I've had a strong objection to," said Spano, a third-term Republican from Westchester County.

"Truth is, we work very democratically in the Assembly," remarked Lentol, who noted that the broad structure of the Assembly allows him to solicit opinions from the other side.

Still, the Democrats have their closed conferences and the Republicans, theirs. Like the Senate, membership on this important committee is proportional to the number of partisan members in the Assembly.

Ten Democrats and three Republicans sit on the Assembly Governmental Employees Committee, a ratio which makes it virtually impossible for Spano and his Republican committeemen to stop or "kill" legislation.

The fact is, says Spano, the committee doesn't work that way. "Let's make it a Lentol-Spano bill," is how the minority member described how the partisan forces operate.

Since governmental employees legislation usually has fiscal implications, a bill is often reported to the Assembly Ways and Means Committee. The same occurs in the Senate, where bills are referred to the Finance Committee.

In this case, all four committee chairmen meet to "smooth over the rough edges," says Lentol. Often it takes several months before House leaders come to terms with a piece of legislation.

"Continuous negotiations take place... it's a constant give and take between the two houses," explained Lentol.

Lentol estimates that half the bills referred to his committee are submitted by public employee unions. The remainder are a combination of governor's program bills, staff proposals and/or the result of legislative hearings.

Referring to CSEA's legislative program, the committee chairman predicted that some form of compromise will occur with the controversial Tier III retirement system. And, like Senate leaders, Lentol says the bargaining point will be the plan's social security offset factor, which recent studies indicate will leave Tier III retirees without a state pension.

"The day will come when Tier III will be repealed," says Lentol, "but not in this fiscal climate. Too many local governments are pleading poverty."

Spano echoed this view. He said the Legislature should have tackled the Tier III bill last year, due to the "gross inequities" of the present retirement system.

Yet the ranking minority member doesn't foresee a repeal back to Tier II plan, again citing the state's hard-pressed economy.

Both Lentol and Spano believe Agency Shop will be extended for another two years, although Spano



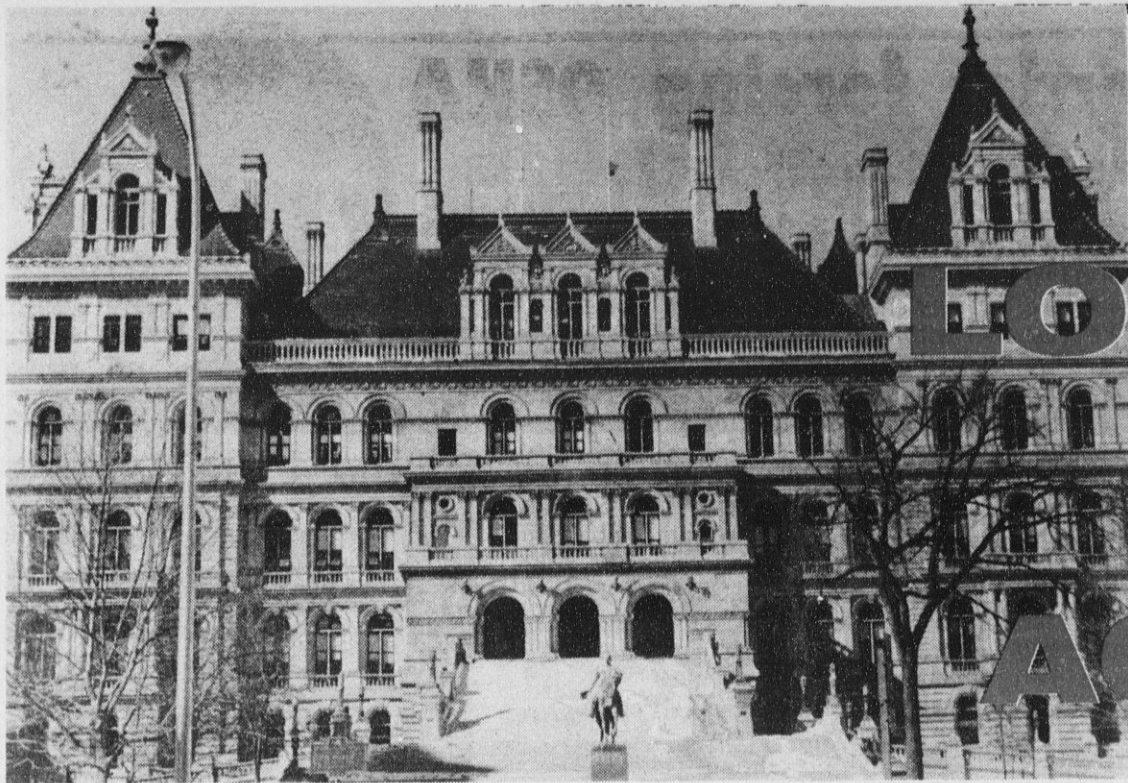
Assemblyman Joseph Lentol
Committee Chairman



Assemblyman Nicholas Spano
Ranking Minority Member

(Continued on page 12)

(Continued on page 12)



MAKING LOBBYISTS OUT OF ACTIVISTS

**Set for February 26;
deadline February 18**

ALBANY — CSEA has scheduled its sixth annual Legislative Seminar, an educational workshop designed to teach union activists about the legislative process and how to effectively work within the system, for Saturday, February 26 at the Empire State Convention Center here.

The seminar is primarily planned for CSEA's network of regional Political Action Liaisons (PALs), local presidents and political activists, and members of the union's board of Directors, but any interested members may attend. All attendees must be approved by their CSEA Local president, who will submit a list of attendees. Any interest member should contact their Local president immediately, since the deadline for reservations is February 18.

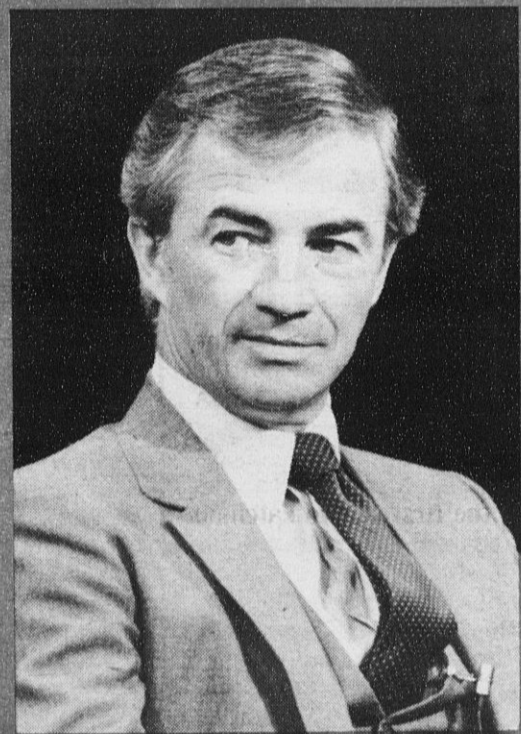
CSEA's 1983 legislative program will be discussed in detail in preparation for future lobbying efforts by union members on behalf of those bills during the current legislative session.

Additionally, the program will include a discussion of lobbying methods by a panel of State legislators with a viewpoint toward perfecting lobbying methods for maximum effectiveness.

Several luncheon speakers are expected to talk about various legislative

"Our efforts in 1983 cannot be 'business as usual' in the State Legislature. The ever-tightening fiscal constraints placed on all government entities will find CSEA members caught in a vice. A well-trained, articulate body of member-activists willing to lobby knowledgeably about our issues is not only critical, but essential. This seminar provides an opportunity for our members to refresh their skills and learn new ones to improve their effectiveness in dealing with legislators."

—Bernard J. Ryan, Director
CSEA Legislative and
Political Action Dept.



and political action issues, and special workshops for the PAL Network members will be held.

In-person registration will begin at 9

a.m. on February 26 outside Meeting Room 6 at the Empire State Convention Center. The formal Legislative Seminar program will begin at 10 a.m.

Senate Civil Service and Pensions Committee

(Continued from Page 10)

committee leaders said there would be a balance of layoffs and tax incentives. A hiring freeze was also mentioned as a possibility.

"It's really unfortunate," said Schermerhorn, "when you consider that nearly \$600 million is spent on consultation fees." If he had the choice, Schermerhorn would eliminate what he calls "the sweetheart contracts" with private consultants.

And if Connor had his choice, he would impose stricter controls on the reporting of sales and business taxes. Recent studies have indicated that approximately half of the state's taxes are actually collected, Connor noted.

But for the record, both men have assumed a "wait and see" attitude with the budget, which will be handed over to the state Legislature on Feb. 1. Schermerhorn and Connor ruled out the

likelihood of furloughs, a measure they emphatically oppose. Yet layoffs are inevitable, they said.

"My political sense is that the government and the media have laid the groundwork for layoffs . . . because of the fiscal climate," Connor said. "It's this kind of campaign which erodes public support for public employees."

Assembly Governmental Employees Committee

(Continued from Page 11)

said the permanency bill has a better chance with the new administration.

"Governor Cuomo has publicly proposed a permanent Agency Shop measure. This opens the door for debate," notes the Republican assemblyman.

And his opinion of the new governor? "We've had a far better relationship in the last two months (with Cuomo) than the last four years under Carey," Spano mused, adding that he rarely had the opportunity to speak with the former governor.

"Governor Cuomo has dealt closely with the Legislature, and knows how it works," Lentol said,

citing Cuomo's experience as "an invaluable asset."

Furloughing state employees to balance the estimated \$500 million budget deficit is out of the question, said Lentol, who offered to sponsor a retaliatory commission/department heads furlough bill last year.

The original state employees furlough bill never got a sponsor, and although it was discussed, Lentol noted that the former governor's proposal was fortunately never put into print.

Both Lentol and Spano are anxious to review the governor's proposed budget. Layoffs are likely to

occur, they said, but not in the high numbers rumored in the media.

"If in fact the \$500 million figure is accurate, we'll see cuts in services, a job freeze and probably a slight increase in taxes," Spano said. He added that any layoffs should occur in the upper echelon of the state and not at the lower paid levels where the day-to-day operations are vital to the success of the state's government.

"Public employees have been told over and over again to tighten their belts, the economy will get better," Lentol remarked, adding that these workers have "suffered enough."

AFSCME wins court order forcing OSHA to set emergency safety standard

WASHINGTON — AFSCME International President Gerald W. McEntee calls a recent court order giving the Occupational Safety and Health Administration 20 days to issue an emergency standard on ethylene oxide "a victory for working Americans."

More than 140,000 workers are estimated to be exposed to ethylene oxide, which is used as a sterilant in hospitals, a fumigant in museums and libraries and in the production of antifreeze, polyester fibers and other industrial processes.

According to studies by the National Institute for Occupational Safety and Health, about 100,000 of these workers are regularly exposed in the health care field. U.S. and European studies have linked the gas to cancer and genetic damage at exposure levels significantly lower than OSHA's current permissible limit of 50 parts per million (50 ppm) averaged over eight hours.

The U.S. District Court order, issued by Judge Barrington D. Parker, gives OSHA 20 days to lower the permissible exposure limit with an emergency standard, which must be replaced by a permanent standard in six months. AFSCME and the Public Citizen Health Research Group had filed suit in 1982 after OSHA refused their petitions for an emergency standard lowering the exposure limit to 1 ppm.

AFSCME President McEntee said the court's decision "is a victory for working Americans" and added: "AFSCME is very pleased that Judge Parker

recognizes the seriousness of this problem, but it's too bad it has taken court action to force OSHA to reduce the exposure level for ethylene oxide.

"We trust that within the six-month period allotted by the court, OSHA will come up with a permanent standard that protects hospital employees from the health risks posed by exposure to ethylene oxide," McEntee said.

The Public Citizen Health Research Group said the decision "sends a clear message to the Reagan administration that it can no longer continue to abandon . . . its legal duty to protect America's workers."

In his ruling, Judge Parker called OSHA's failure to issue an emergency standard "a clear error of judgment." He said scientific studies clearly show that exposure to ethylene oxide at the 50 ppm level "yields a significant risk of contracting cancer and chromosomal damage."

"Despite the overwhelming administrative record favoring issuance of an emergency temporary standard, OSHA had embarked on the least responsive course short of inaction," Judge Parker said.

Responding to the court decision, OSHA chief Thorne G. Auchter said, "It appears the court is trying to set our regulatory agenda for us." OSHA began the normal rule-making process for ethylene oxide in January 1982. While no decision has been reached, the agency is expected to appeal the court order.



GERALD W. McENTEE . . . lauds court order requiring emergency standard on ethylene oxide.

Oceanside secretaries closer to pay equity

OCEANSIDE — Members of the Oceanside Secretarial Unit of the Nassau County Educational CSEA Local moved a step closer to pay equity with other Oceanside Schools employees this month with the payment of the first of two catch-up increments as part of their new 3-year contract.

Described by Unit President Trudy Fox as the best contract ever negotiated for the employees, the three-year pact calls for an 8 percent salary increase the first year, 6 percent the second year, and 6 percent the third year, plus increments. Another feature calls for payment of a \$20 per month catch-up increment effective this month with another \$20 per month catch-up increment in the January of the second year. That will put secretaries in the unit closer to pay equity with other employees, which was the principle on which negotiations were conducted, Fox said.

In addition, the district's contribution to health insurance coverage was increased by \$365 per year per member, and an additional \$200 will be paid by the district towards anticipated health insurance premiums in the third year.

Also, a Welfare Fund was established by the district with a contribution of \$66 per member per year to be used for the benefit of all employees. At retirement time — if an employee has worked 15 years — a lump sum payment of \$2,000 will be paid; if the employee worked 20 years or more a lump sum of \$3,000 will be paid.

Contract language concerning sick leave, longevity payments, personal days, and labor and management meetings was improved.

The members of the Negotiating Committee were Fox, Margaret Pepe, Florence Stein, Anne Steinfeld, Betty Dunwoody and John O'Sullivan, CSEA field representative.



Reagan policies crippling cities

The nation's cities are in deep trouble.

They have been caught in a double bind — the Reagan cuts in federal aid on one side and the financial drain of the Reagan recession on the other.

The deep, prolonged recession has cut in two directions.

Jobless workers and bankrupt businesses don't pay taxes.

At the same time, the "new poor" who find themselves without jobs for the first time in their lives and the "working poor" who are no longer working need to be helped. That takes money.

But "fiscal stress is widespread and is likely to worsen among cities of all sizes and in all parts of the country," said the National League of Cities in reporting the results of its recent survey of 79 cities' financial condition.

Scrambling to close the growing gap between revenues and expenses, cities have resorted to both tax hikes and layoffs.

As for layoffs, "for the first time since World War II," said the League, "cities have cut spending and employment during a recession, thus contributing to the downslide rather than working to counteract or soften it."

Almost half the cities surveyed reported that they cut their workforce in 1982 and intended to do the same in 1983.

At the same time, cities felt pressured by their financial plight to raise taxes and fees, most of them regressive. The survey showed that 71 percent of them in fiscal 1982 raised or instituted fees for such services as garbage collection, car inspections, and library use. Property taxes were raised by 32 percent of the cities and sales taxes by 13 percent.

Despite the layoffs, tax hikes, and cutbacks in municipal services, cities still have been unable to fill the gaps left by the big cuts in federal aid which the Reagan administration pushed through Congress in 1981 and 1982.

Fewer than 10 percent of the cities surveyed by the League felt they were able to make up with local funds the large cuts in community and urban development grants.

Only 25 percent of the cities said they would attempt to make up reductions in federal revenue sharing with local money.

The human cost of this financial pinch was revealed in a survey taken last fall by the U.S. Conference of Mayors. The survey found that city agencies cannot meet even 50 percent of the need for food, clothing and shelter by those lining up in numbers unseen since the Great Depression.

Other services — employment and job training, health care, aid to the elderly — have been crippled by federal budget cuts in many of the 55 cities in the mayors' survey.

This survey said human service agencies are facing a tidal wave of the "new poor" who have lost their jobs, exhausted their unemployment benefits, and are losing their homes.

The cities and their needy can expect little from the Reagan administration whose "do-nothing" philosophy has been made clear in word as well as deed.

In the Congressionally-mandated National Urban Policy Report it issued last summer, the administration said virtually all direct federal aid should be stopped and that the role of the federal government should be limited mainly to that of a clearinghouse for information. Cities should wait for economic recovery and look to private enterprise for help, the report advised.

Felix Rohatyn, a New York investment banker and urban expert, said the Reagan urban policy report was telling the cities, in effect, to "drop dead." Detroit Mayor Coleman Young called it a "disposable cities" policy.

Rep. Henry Reuss (D-Wis.), who chaired the Joint Economic Committee of Congress, said the administration's report rejected "the notion of liberty and justice for all as a national responsibility" expressed in the Pledge of Allegiance.

The administration shouldn't be permitted to try to balance its projected \$200 billion Fiscal 1984 deficit on the backs of the cities and their needy. It's now up to the new 98th Congress to change that course.

Vacancies law vetoed by Suffolk Executive

HAUPPAUGE — A Local law opposed by Suffolk County union leaders here was recently vetoed by Suffolk County Executive Peter Cohalan.

The new law would have eliminated an amendment to the Suffolk County charter which calls for the filling of vacancies within 90 days by special election. The law would have authorized the legislature to appoint a candidate to serve until the next general election.

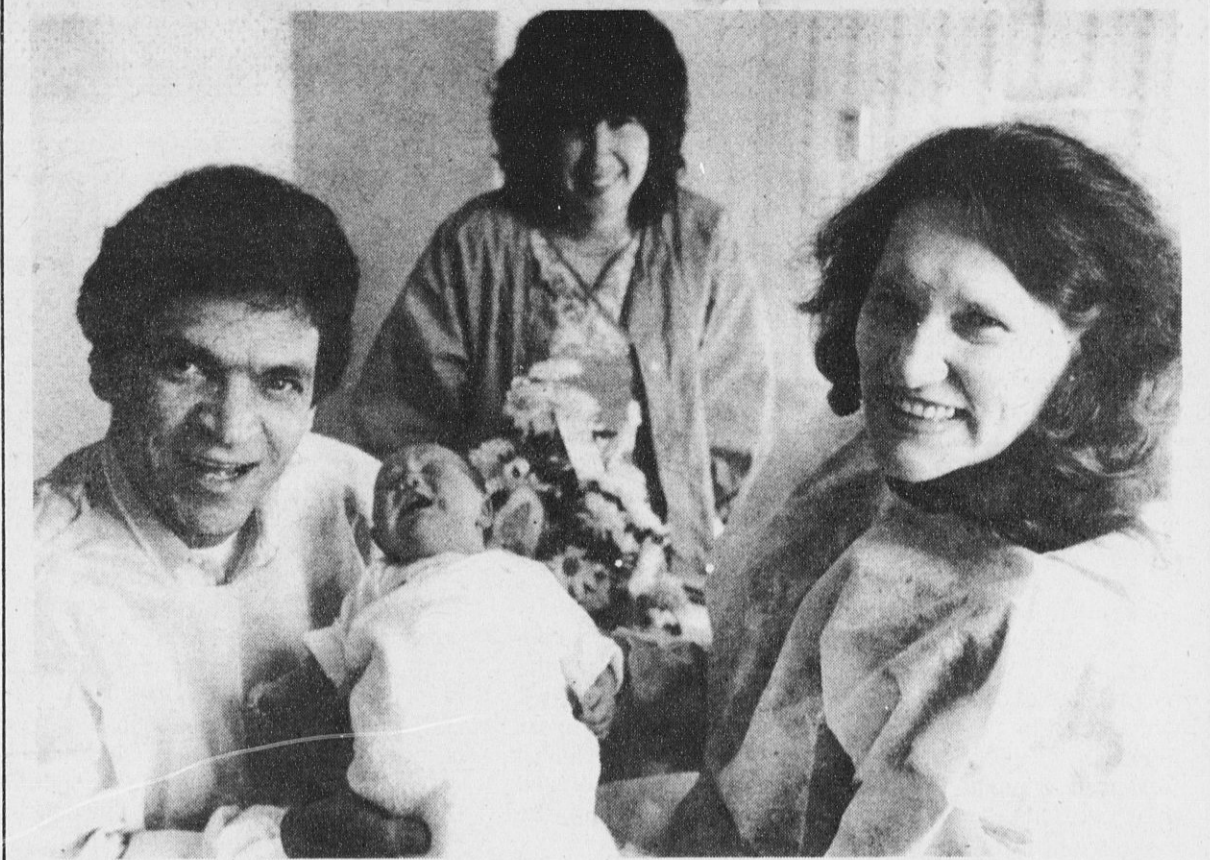
Region I President Danny Donohue had urged Cohalan to veto the law, which Donohue said would have "put a dangerous amount of power into the hands of unelected party officials."

City of Troy declares impasse

TROY — After five intense negotiation sessions, the City of Troy Unit of CSEA has declared impasse in its negotiations with the city administration.

"The major sticking points are wages and changes which the city wants CSEA to make in the health insurance area ranging from dental coverage to drug prescription changes," Pat Monachino, CSEA collective bargaining specialist said concerning the issues of the impasse. "These issues are very important to our membership and we're determined to do justice to their economic and health care needs."

New Year's baby born to Kings Park members



SUFFOLK'S FIRST CSEA MEMBER IN 1983 — Teresa and Florentino Diaz proudly hold their daughter, Christina, the first baby born in Suffolk County in 1983. Christina was born at 12:43 a.m. on Jan. 1 at St. John's Hospital in Smithtown. The Diazes work at the Kings Park Psychiatric Center and are CSEA members. The couple has another daughter, 4-year-old Tracy. In the background is RN Carol Graves.

'Right to Work' violated election laws

WASHINGTON — The U.S. Supreme Court has ruled that the National Right to Work Committee violated federal election laws by the method it used in soliciting funds for candidates it supported.

The court's unanimous ruling overturned a 1981 federal appeals court decision and supported the position of the Federal Election Commission. The FEC's position was backed by the AFL-CIO in a court brief.

The so-called Right to Work Committee, whose aim it is to outlaw the union shop, had maintained that everyone on its mailing list was a "member" of the organization who could be solicited for its political action committee. Under federal election law, a non-profit corporation such as the Right to Work Committee, may solicit only its active members.

The Supreme Court ruled that those on the R-T-W Committee's mailing list were not members in the usual sense of playing a part in its operations, electing its officials, or exercising any control over expenditures.

The AFL-CIO had said in its brief that unless the Supreme Court overturned the appeals court, non-profit corporations would be able to use their funds to solicit political contributions beyond the boundaries set by Congress for unions and business firms.

The Supreme Court ruling upholds an earlier ruling by a federal district court, which had levied a \$10,000 fine for the R-T-W Committee's violation.

AFL-CIO Special Counsel Laurence Gold noted that the R-T-W Committee has filed many charges in recent years, "usually groundless," against other organizations for alleged election law violations.

CSEA REGIONAL OFFICES

LONG ISLAND REGION I

Hauppauge Atrium Building
300 Vanderbilt Motor Pkwy.
Hauppauge, N.Y. 11788
(516) 273-2280
(516) 435-0962

I

CAPITAL REGION IV

1215 Western Avenue
Albany, N.Y. 12203
(518) 489-5424

IV

METROPOLITAN REGION II

100 Church St.
Room 1620
New York, N.Y. 10007
(212) 587-8200

II

CENTRAL REGION V

Suite 308
290 Elwood David Road
Liverpool, N.Y. 13088
(315) 451-6330

V

SOUTHERN REGION III

Rural Route 1
Box 34
Old Route 9
Fishkill, N.Y. 12524
(914) 896-8180

III

WESTERN REGION VI

Cambridge Square
4245 Union Road
Cheektowaga, N.Y. 14225
(716) 634-3540

VI

Capital Region Legislative Breakfast



EARLY MORNING LEVITY — Assemblyman Michael Hoblock shares a little humor with CSEA PAL Cindy Egan at the recent legislative breakfast.



ASSEMBLYMAN'S WELCOME — John Francisco, left, CSEA Region IV Political Action Committee chairman, welcomes Assemblyman Jim Tedisco to his first Capital Region legislative breakfast. Tedisco represents most of Schenectady County and was thankful for the CSEA endorsement in a tight race in November.

A bit of politicking for legislators and PALS

ALBANY — The recent Capital Region Legislative Breakfast seemed a little bit different this year.

Some of the old familiar faces from past breakfasts were gone — Assemblywoman Gail Shaffer, now the Secretary of State, and Assemblywoman Joan Hague, redistricted out of her seat. But the new assemblymen, Jim Tedisco and Mike McNulty, and redistricted Assemblyman Glen Warren, attended for a bit of politicking with their CSEA political action liaisons (PALS).

"Lobbying is the art of speaking factually while listening carefully," one veteran PAL observed. "Sometimes something said between sips of coffee provides an insight into the political planning of the individual or his party. That little crust of information can help our lobbying efforts, so we all try to speak factually and listen carefully."

From the reactions of some of the PALS and from the comments of the invited senators and assemblymen or their representatives, the upcoming legislative session is going to be a tough one.

"When established political figures say upfront that they're already worried, you can be sure that the involved leadership is not pulling any punches but is telling its troops to be ready for a long hard session," John Francisco, CSEA Region IV political action committee chairman, said.

"I only hope that our legislative program proves to be as successful as our breakfast. Now, we have to start working to defend what we have and to justify what we are seeking."



BREAKFAST TALK — Assemblyman Richard Connors, standing, talks with Assemblyman Robert D'Andrea, seated left, and Region IV First Vice President C. Allen Mead.

Four to run for Health Dept. board seat

ALBANY — Four candidates' names will appear on ballots now being mailed to members eligible to vote for the Health Department representative on CSEA's statewide Board of Directors.

The candidates are: C. Allen Mead of Region IV; Brian J. Madden of Region VI; Charlotte A. Freeman of Region II; and Elizabeth T. Watts of Region VI. Brian Madden qualified by petition Jan. 24 to win a slot on the ballot; the other three candidates had been announced earlier.

The special election is required to complete the term of Board representative Genevieve Clark, who recently

retired. The term expires June 30.

Official ballots were to be mailed to eligible members on Jan. 29. Members who have not received their ballots by Feb. 7 may obtain a replacement ballot by calling CSEA Headquarters (518-434-0191, Ext. 452) on Feb. 7.

To be counted, all ballots must be received by CSEA no later than the close of business on Feb. 22. Ballots will be counted the following day by the Elections Procedures Committee in the presence of candidates or their observers. Results will be announced in the Feb. 25 edition of the Public Sector.

Westchester unit OKs new contract by a wide margin

WHITE PLAINS — By an almost four-to-one margin members of the Westchester County CSEA Unit have ratified a two-year contract affecting 5,700 county workers.

Unit President Jack Whalen said, "The membership has spoken, I'm very pleased that a balanced contract such as this was accepted."

The two-year agreement calls for a 6.5 percent pay increase the first year, retroactive to Jan. 1, with a minimum of \$800. County workers would receive a 6 percent raise the second year. There would also be increments for eligible employees and longevity payments would be increased.

There are a number of non-economic benefits as well. Among them are an improved disciplinary procedure, protection for the takeover of county facilities, and the practice of having layoffs in the inverse order of seniority.

Negotiating Committee Chairperson Mary Naylor-Boyd says, "We're all very pleased that after extremely long and hard bargaining sessions, and several mediation sessions, the membership has supported our committee and this contract by a four-to-one margin."

A ratification vote by the Westchester County Board of Legislators is expected at their next meeting.

... but White Plains school unit still without contract

WHITE PLAINS — Members of the White Plains School District CSEA Unit conducted a demonstration for a contract settlement in front of the district's Education House recently. The non-teaching personnel have been without a contract since July 1, and are demanding the administration sit down for serious negotiations. Among those marching in photo below are, first row from left, Westchester Local 860 President Pat Mascioli and Unit President Barbara Peters.



Training courses catalogue printed by Civil Service is now available

ALBANY — The Employee Advancement Section of the state Department of Civil Service has published its spring 1983 "Transition Training Catalogue."

Training courses for employees recently transitioned into professional traineeships or paraprofessional positions are described. The courses will be offered at various times in Albany, Buffalo and New York City.

Funding for CSEA Administrative Service Unit employees taking courses will be provided through the Clerical and Secretarial Employee Advancement Program (CSEA/P). And, other interested clerical or secretarial employees will be admitted if space permits.

Further inquiries should be directed to: Employee Advancement Section, Department of Civil Service, Building No. 1, Room 109, State Office Building Campus, Albany, N.Y. 12239.



A SERIES OF WORKSHOPS and seminars on election procedures is being conducted throughout the state by CSEA Election Procedures Committee Chairman Gregory Szurnicki. Two such workshops were conducted earlier this month in Region III, one at the CSEA Regional Headquarters in Fishkill and another at Westchester County CSEA Local 860 offices in White Plains. Both were well attended. Szurnicki is shown pointing out some information during one of the sessions. At left is Region III Director Thomas J. Luposello.

Union confident election procedure stands test of fairness and impartiality

ALBANY — Despite whatever impressions recent news articles may have generated about the CSEA's 1982 election of statewide officers, it's business as usual for the state's largest public employee union.

News media across New York reported last week that the U.S. Labor Department had ruled that CSEA's elections procedures were not in compliance with the Department's regulations for union elections. The Department, the news media reported, was considering action in federal court to require a new election.

Yet for CSEA, which conducted the elections in conformance with the seven decades of experience behind its Constitution and By-Laws, the reports were somewhat overstated and may have created the false impression of impropriety. As of Wednesday, the union had still not received any formal notice of the action from the Labor Department.

"CSEA has an admirable record of maintaining the integrity of its own democratic process," commented Chief Counsel James W. Roemer, Jr., "and this election is no exception. We take the position that not only are our election procedures fair, they are not subject to change by any entity other than CSEA's delegates."

Despite the Labor Department's opinion and the news stories, Roemer said, the election results remain valid and official. "Should the Labor Department deny CSEA's administrative appeal of the opinion," he said, "they would have to go to federal courts to enforce their opinion and we're confident a court would agree that our procedures are eminently fair and impartial."

The Labor Department issued its opinion in response to a complaint by a former Region II officer, Helen Carter, who was ruled ineligible for office in the 1982 election. She filed a complaint and a lawsuit which is still pending.

Union members re-elected CSEA President William L. McGowan, Executive Vice President Thomas H. McDonough (who passed away Jan. 16) and Secretary Irene Carr. Barbara Fauser, a Region VI treasurer who qualified for ballot placement by petition, defeated incumbent Jack Gallagher for treasurer in the same election.

"For nearly seven decades this union has conducted its own elections fairly and impartially," CSEA's chief counsel said. "While there have been several challenges to our elections in the courts, the courts have always upheld our procedures as fair. I believe the same result will occur in this case."

AFL-CIO urges massive jobs program

WASHINGTON — Congress must step in immediately with effective jobs programs — including \$10 billion in federal grants for community development projects — to halt the spread of human suffering caused by the Reagan Recession, the AFL-CIO declared at Senate hearings.

"It is clearly in the economic and social interest of the nation to put Americans who are able and willing to work into productive jobs which generate taxes, produce useful community services and community improvements, and stimulate the economy in communities with high unemployment," Federation Research Director Rudy Oswald told a Senate subcommittee studying federal job programs.

Job creation is a moral, social, political, and economic imperative, Oswald stressed. Unemployment generates tremendous social losses, which include physical and mental illness, family disorganization, social alienation, and crime, he added.

Furthermore, the loss to the economy is staggering, Oswald observed. For every one million jobless worker, the country foregoes the production of nearly \$100 billion in goods and services and the federal treasury loses \$30 billion.

Oswald noted that a year ago, the federation proposed \$5 billion for public service jobs. But the deepening recession and mounting unemployment

has created the need for \$10 billion to fund the program, he said.

Twelve million Americans — nearly one out of every nine workers — are now jobless and seeking work, according to the Bureau of Labor Statistics. The number is even higher if those who have simply given up the search for a job are counted. Millions more are working only part-time because full-time work is not available.

"The economic outlook is that unemployment will still be as severe a year from now as it is today," Oswald said. "Job opportunities must be made available to unemployed men and women who cannot find jobs in the private sector. This means there must be direct, targeted and adequately funded large-scale public employment programs."

COMPETITIVE PROMOTIONAL EXAMS (State employees only)

FILING ENDS FEBRUARY 7, 1983

TITLE AND SALARY GRADE	DEPT.	EXAM. NO.
Civil Engineer II G-24	IDP	37-715
Maintenance Supervisor II G-15		37-796
Maintenance Supervisor III G-17		37-797
Maintenance Supervisor IV G-19		37-798
		37-895
		37-896
		37-897
		37-898
		37-899
Farm Products Grading Inspector II G-14	AGRICULTURE	37-874
Farm Products Grading Inspector III G-16	& MARKETS	37-875
Farm Products Grading Inspector IV G-19		37-876
SENIOR CLERICAL EXAMINATIONS		
Employees' Retirement Membership Examr. I G-5	AUDIT & CONTROL	37-858
Employees' Retirement Membership Examr. II G-7		37-859
Employees' Retirement Membership Examr. III G-11		37-860
Employees' Retirement Membership Examr. IV G-15		37-861
Employees' Retirement Membership Examr. V G-18		37-862
Employees' Retirement Membership Examr. VI G-20		37-863
Senior Business Consultant G-22	COMMERCE	39-685
Canal Electrical Supervisor G-17	DOT	37-723
Canal Maintenance Shop Supervisor II G-17		37-740
Canal Maintenance Supervisor I G-14		37-739
Canal Maintenance Supervisor II G-17		37-727
Canal Section Superintendent G-23		37-724
Chief Lock Operator G-12		37-885

Associate in Educational Data Systems G-26	EDUCATION	39-701
Rehabilitation Interviewer G-9		00-139
Senior Rehabilitation Interviewer G-13		00-130
Supervisor of Teacher Education G-28		39-702
Vocational Rehabilitation Counselor Assistant G-12		00-125
Assistant Sanitary Engineer G-20	ENCON	30-270
Senior Sanitary Engineer G-24		30-271
Assistant Chemical Engineer G-20		30-266
Senior Chemical Engineer G-24		30-267
Real Estate Appraiser (MAS) G-18	EXECUTIVE	37-836
Senior Real Estate Appraiser (MAS) G-23	Equalization & Assessment	37-835
Associate Real Property Info. System Specialist G-23		37-833
Senior Real Property Info. System Specialist G-18		37-834
Associate Bacteriologist G-23	HEALTH	37-757
Senior Bacteriologist G-18		37-760
Senior Bacteriologist (Virology) G-18		37-761
Assistant Sanitary Engineer G-20		30-268
Senior Sanitary Engineer G-24		30-269
Associate UI Reviewing Examr. G-21	LABOR	37-843
Senior UI Reviewing Examr. G-18	Main Office	37-842
Assistant Workers' Compensation Examr. G-9	Worker's Comp. Bd.	37-819
Mental Hygiene Staff Dev. Specialist II G-14	MENTAL	37-785
Mental Hygiene Staff Dev. Specialist III G-18	HEALTH	37-787
Mental Hygiene Staff Dev. Specialist III (Nursg.) G-18		37-791
Mental Hygiene Staff Dev. Specialist IV G-23		37-789
Mental Hygiene Staff Dev. Specialist II G-14	OMRDD	37-786
Mental Hygiene Staff Dev. Specialist III G-18		37-788
Mental Hygiene Staff Dev. Specialist III (Nursg.) G-18		37-792
Mental Hygiene Staff Dev. Specialist IV G-23		37-790

open competitive STATE JOB CALENDAR

FILING ENDS FEBRUARY 14, 1983

Title	Beginning Salary	Exam No.
Buoy Tender	\$11,500	25-887
Canal Maintenance Shop Supervisor I	17,102	25-720
Canal Maintenance Shop Supervisor II	20,925	25-721
Canal Maintenance Supervisor I	17,102	25-722
Canal Maintenance Supervisor II	20,925	25-833
Canal Structure Operator	12,163	25-888
	30,526	
Civil Engineer II, <i>New York City Only</i>	thru 35,664	20-984
Farm Products Grading Inspector Trainee	14,668	25-608
Industrial Hygienist Trainee I	15,473	25-902
Industrial Hygienist Trainee II	16,383	25-754
Industrial Hygienist, Associate	26,640	25-756
Industrial Hygienist, Senior	20,492	25-755
Maintenance Supervisor II	18,718	25-798
Maintenance Supervisor III	20,925	25-799
Maintenance Supervisor IV	23,351	25-800
Real Estate Appraiser (Mass Appraisal Systems)	22,132	25-836
Real Estate Appraiser (Mass Appraisal Systems), Senior	28,778	25-838
Real Property Information System Specialist, Associate	28,778	25-835
Real Property Information System Specialist, Senior	22,132	25-837
Rehabilitation Interviewer		
Rehabilitation Interviewer (Spanish Speaking)	12,852	25-785
Unemployment Insurance Reviewing Examiner	17,694	25-843
Unemployment Insurance Reviewing Examiner Trainee	16,711	

Vocational Rehabilitation Counselor Assistant	15,770	25-759
Vocational Rehabilitation Counselor Assistant (Spanish Speaking)		
Workers' Compensation Examiner, Assistant	13,702	25-831
Workers' Compensation Examiner, Assistant (Spanish Speaking)		
Senior Clerk	11,700	
	or 11,798	20-985
Senior Clerk (Spanish Speaking)		
Metropolitan Regional Director, Alcoholism Program Services	47,221	28-488
Regional Director, Alcoholism Program Services	42,488	28-487
Supervisor of Medical Malpractice Claims Reporting	24,569	28-481
Thruway Commercial Representative, Assistant	15,089	28-480
Vending Services Specialist	17,694	80-067

Detailed announcements and applications may be obtained from the following locations:

ALBANY: Examination Information, Department of Civil Service, State Office Building Campus, Albany, NY 12239.

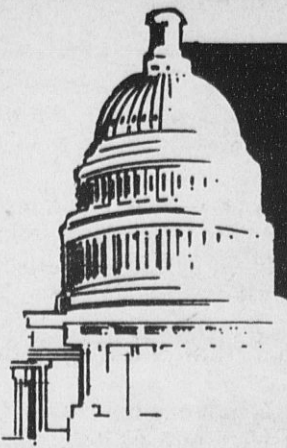
BUFFALO: State Department of Civil Service, Room 303, 65 Court Street, Buffalo, NY 14202.

NEW YORK: State Department of Civil Service, 55th Floor, 2 World Trade Center, New York, NY 10047 or Harlem State Office Building, 163 West 125th Street, New York, NY 10027.

LOCAL OFFICES: New York State Employment Service (no mail handled or applications accepted).

Special Test Arrangements Will Be Made For Saturday Religious Observers

And Handicapped Persons When A Written Test Is Held.



THE 97th CONGRESS IN REVIEW: From a rubber stamp to independence

**THE 98th CONGRESS:
It can, if it wishes,
move the economy**

It asserted itself, finally



**Kirkland sees the basis
for a return to sanity**

AFL-CIO President Lane Kirkland has called on the 98th Congress to change the nation's course and undo the damage already done, adding:

"American cannot afford further barren and destructive pursuit of the doctrine that the social and economic relationships of the American people should be governed solely by the logic of the marketplace and that government should play no role in sustaining a democratic social order, Kirkland said. "The groundwork for a return to sanity in 1983 was laid in the elections of 1982."

WASHINGTON — With unemployment projected to hang above 10 percent well into 1983 and distress spreading across the land, observers here expected the 98th Congress to assume leadership to get the economy moving.

Besides programs to stimulate the economy, other major issues expected on Capitol Hill include Social Security, defense spending and Administration proposals to tax worker fringe benefits and further cut social programs.

President Reagan is expected to be given early opportunities to show whether he plans to veto job-creating programs or work out compromises in light of new political realities.

The November elections shifted the balance of power in Congress, breaking the conservative coalition which had backed Reagan and strengthening the moderates. Democrats gained 26 seats in the House and most of the 81 new members — 57 Democrats and 24 Republicans — are moderates.

Senate GOP leader Howard Baker (Tenn.) said Reagan will have to choose early between the center and the rightwingers who nearly killed the highway bill with a filibuster.

The Congress itself changed as the recession deepened and the consequences of Reagan's policies took their toll.

The 97th Congress, which began two years ago as a virtual rubber stamp for Reagan's budget and tax cut program, ended by reasserting itself as an independent branch of the federal government.

The change in Congress occurred gradually as the Reagan "program for economic recovery" produced the worst recession and human hardship since the Great Depression of the 1930s.

The final blow to the Administration's working majority of Republicans and conservative Democrats came last Nov. 2 when voters rejected Reagan's plea to "stay the course." The Democrats gained 26 House seats, and House and Senate Republicans who managed to hold onto their seats generally "ran scared" and often distanced themselves from their President's economic policies.

The Reagan Revolution got off to a heady start. Riding the crest of voter discontent over inflation and unemployment, the GOP in November, 1980, picked up 33 House seats and 12 Senate seats, winning control of the Senate for the first time in 26 years.

Not since the "First 100 days" of the Roosevelt New Deal had Congress moved so swiftly to enact the program of a popular Chief Executive.

Binding itself to a fast-track budget process called "reconciliation," the first session of the 97th Congress enacted sweeping tax and budget cuts which produced the greatest shift in wealth in the nation's history — from low and middle-income Americans to the affluent and big business.

The Reagan "supply-side" income and business tax cuts added up to a \$750 billion drain on the federal treasury over five years. The Reagan budget cuts hit low-income people the hardest, with drastic cutbacks in such programs as Medicaid, Aid to Families with Dependent Children, food stamps, child nutrition, subsidized housing, public service employment, and legal aid to the poor.

But middle-income Americans also were hurt by cutbacks in programs like guaranteed student

loans, Medicare, school lunches, and unemployment compensation.

While cutting social programs, Congress approved the Administration's huge hikes in military spending, which over five years would total \$1.6 trillion.

Social Security was among the few programs Congress didn't cut drastically. When the Administration proposed big reductions in Social Security benefits, the resulting public outcry and protests in Congress caused the Administration to back off.

Organized labor and many economic experts had warned that Reaganomics not only was unfair, but that it wouldn't work. On Sept. 19, 1981, Solidarity Day, nearly a half-million trade unionists and their allies marched in Washington to tell Congress to reverse the course.

By early 1982, the Reagan counterrevolution to turn the clock back to the era of Coolidge and Hoover had become mired in the Reagan Recession.

The annual budget which the Administration submitted to Congress last February was scorned as unrealistic by leaders of both parties. The budget's deficit projection for Fiscal 1983 was very low — about half this year's \$150 billion-plus deficit.

Congress, concerned about mounting deficits which fed high interest rates and threatened economic recovery, began to reassert its role in the budget process. It rejected many of the Administration's proposals for further social program cutbacks.

And in September, both houses overrode a Presidential veto of a supplemental budget bill, handing Reagan his first defeat in a major legislative showdown.

To reduce runaway deficits caused by its tax giveaways and their failure to boost the economy as promised, the Administration was forced to put aside its supply-side notions and propose the largest tax increase ever — a \$98.3 billion revenue gain in three years from business taxes and user fees. Bi-partisan cooperation eased the measure through Congress to the dismay of congressional conservatives.

Then came the November elections, which the

AFL-CIO called Solidarity Day II and whose results were widely viewed as a mandate to change the nation's course.

The post-election Congress forced Reagan to compromise his hands-off stance on the recession when leaders of both parties backed a \$5.5 billion highway/mass transit repair program financed by a gasoline tax hike. Reagan quickly embraced the proposal, expected to create over 300,000 jobs, while stubbornly refusing to call it a jobs bill.

Although both houses of the lame-duck Congress approved broader legislation to create jobs through public works and other projects, Reagan's veto threat was enough to cause the lame ducks to back down as they rushed to final adjournment.

Despite the overall tenor of the 97th Congress, one achievement stands out. After strong lobbying by labor and civil rights groups, Congress last summer extended and strengthened the enforcement provisions of the historic 1965 Voting Rights Act for 25 years.

Another accomplishment was enactment of a job training program for the hard-core unemployed and displaced workers. This relatively modest program replaced the expiring Comprehensive Employment and Training Act (CETA).

The House enacted domestic automobile content legislation but the measure died in the Senate. This jobs measure remains a top priority for labor.

Other labor-backed legislation which failed to be enacted included immigration reform and a bill to stiffen penalties against convicted union officials.

For labor and its allies, it was mostly a matter of trying to block reactionary proposals by the Administration and the New Right in Congress rather than pushing for long-standing goals.

For the most part, these backward steps were blocked. Perhaps the most dangerous of these was the proposed balanced budget amendment to the Constitution.

While passing the Senate, the amendment came 46 votes short of the needed two-thirds margin to clear the House last October. If this Reagan-backed amendment is ever written into the Constitution, it would become a vehicle for permanently reducing the government's financial ability to cope with the nation's social needs.

The Hobbs Act amendments to single out union members for federal prosecution in picket-line disputes failed to get anywhere.

Moves to weaken Davis-Bacon Act prevailing wage protections on federally-aided construction projects were defeated.

The Senate Labor Committee refused to clear Reagan's nomination of John Van de Water as chairman of the National Labor Relations Board after organized labor pointed to his anti-union background.

Also blocked was a proposal to establish a subminimum wage for teenagers, and an Administration proposal to relax child labor regulations by extending the hours 14- and 15-year olds are allowed to work.

Also biting the dust in the 97th Congress was the Reagan-backed tuition tax credit proposal to subsidize private education at the expense of the public schools.

Tune in to TV to improve your civil service exam scores

ALBANY — Your television set could be the key to career advancement if what you tune to is the new educational series produced by CSEA and the Governor's Office of Employee Relations.

The four hours of TV programming, funded through a grant from CWEP, the labor/management Committee on the Work Environment and Productivity, are designed to help improve performance on civil service examinations.

Written by the School of Industrial and Labor Relations of Cornell University and produced through the auspices of the New York Network, the TV programs complement the self-study booklets now being made available to CSEA members.

CSEA is working with public television stations throughout the state to broadcast the series as part of the stations' local educational programming. Several stations are working to schedule March broadcast dates, but Channel 42 in Poughkeepsie has agreed to air the programs in February, in advance of the PATT examination.

Commented Station Director Jay Simpson: "Even though this program is designed for people who will be taking Civil Service examinations, it is also useful for anyone who is preparing for a test: With a major civil service promotional exam coming on Feb. 26, we thought it would be best if we could get the program on as soon as possible. We're very thankful to CSEA for making this program available and providing our viewers with such a public service."

"The television tapes are of general interest, because they deal with general test-taking skills and attitudes rather than with specific test subject matter," explained CSEA Education Director Thomas Quimby. "Whether you're taking a state exam or a county exam or even a test in the private sector, these tapes can help you perform more effectively and improve your exam scores."

"How to Prepare for a Civil Service Examination," the first program in the series, provides an overview of test-taking, discusses the importance of proper test-taking attitudes, and provides some suggestions for reducing stress and overcoming the fear of taking tests.

"How to Prepare for an Oral Examination" is the topic of the second and third programs in the series. These shows discuss what to expect during an oral exam, provide some suggestions for answering the types of questions often encountered during civil service exams, and also focus on overcoming fear of exams.

"How to Prepare for the Math Portion of Civil Service Examinations," the fourth program in the series, deals primarily with word problems in the exams and is designed to help test-takers overcome their fear of math.

"We're pleased that this television station in Poughkeepsie is taking the lead in making this series available to its viewers, and we hope that our members in Region III will take advantage of this educational opportunity," said Quimby. "This is just the beginning of what we hope will be extensive use of these informative programs. We look forward to announcing many, many more opportunities for CSEA members to view these programs throughout the state in the next few months."

Broadcast schedule for Region III

The four-part television series developed to help improve performance on civil service exams will be broadcast by Channel 42 in Poughkeepsie as follows:

- "How to Prepare for a Civil Service Examination," 7 p.m., Monday, Feb. 14.
- "How to Prepare for an Oral Examination," 7 p.m., Tuesday, Feb. 15.
- "How to Prepare for an Oral Examination, Part 2," 7 p.m., Wednesday, Feb. 16.
- "How to Prepare for the Math Portion of Civil Service Examinations," 7 p.m., Thursday, Feb. 17.

The entire four-part series will then be rebroadcast in its entirety from 11 a.m. to 1 p.m., Saturday, Feb. 19.

Channel 42 can be picked up by televisions with UHF antennas in Dutchess and parts of Ulster and Orange counties.

In addition, three cable companies in the area carry the Channel 42 broadcasts. Apple Cable, converter Channel 7, serves subscribers in Millbrook, Amenia, Wingdale and Dover Plains in eastern Dutchess County. Poughkeepsie Cable, converter Channel 10, serves subscribers in Poughkeepsie and the towns of Pleasant Valley and LaGrange. And U. S. Cable, converter Channel 10, serves subscribers in the towns of Hyde Park, Poughkeepsie, Wappinger, Fishkill, East Fishkill, Beacon, Plattekill, Monroe, Harriman, Blooming Grove and Woodbury.

Three new study booklets available soon

ALBANY — Three new instructional booklets are being added to the five already available under the new educational service being offered by CSEA to help members improve their Civil Service exam test scores.

Expected to be available Feb. 28, the booklets will be just in time to help those taking the Senior Clerical Series being given by Civil Service March 26.

The exam series will be for the positions of Senior Account Clerk, Senior Audit Clerk, Senior Clerk, Payroll Clerk II, Purchasing Assistant I and Senior Statistics Clerk.

"The first five booklets, which were designed for those taking the PATT exam, will also be very helpful for the senior clerical exam series," noted CSEA Education Director Thomas Quimby. "The three new booklets deal with supervision, purchasing and payroll practices and basic algebra, focusing in on the material covered in the senior clerical exams."

All eight study booklets, as well as a four-part videotape program soon to be available, were developed in cooperation with the New York State School of Industrial and Labor Relations, Cornell University, under a grant from CWEP, the joint labor/management Committee on the Work Environment and Productivity.

"The booklets are self-study guides with lots of practice problems or questions," Quimby explained. "They review basic areas of knowledge as well as test-taking skills, so some of them should be helpful for members taking a wide variety of state and local exams, not just these particular tests."

The three new booklets are:

• Booklet 6 SUPERVISION. This booklet contains 50 questions on supervision, and includes a self-study guide with full explanations.

• Booklet 7 PURCHASING AND PAYROLL PRACTICES. This booklet contains information on purchasing and payroll practices and principles, as well as sample exam questions, and a self-study guide with full explanations.

• Booklet 8 BASIC ALGEBRA. This booklet describes basic algebraic methods and provides plenty of practice questions. It's designed for those who have previously had a difficult time with algebra. It also includes work with elementary statistical methods and computations.

Orders are being accepted now, but the three new booklets aren't expected to be available for mailing until Feb. 28. There is a cost of \$1.50 for each of the

eight booklets in the series. CSEA members may order copies directly from the union by using the coupon below.

Listed below are the exams being given March 26 and the list of booklets that will be helpful for each exam.

Senior Account Clerk	}	Booklets 2, 3, 4 and 6
Senior Audit Clerk		
Senior Clerk		
Payroll Clerk II	}	Booklets 2, 4, 6 and 7
Purchasing Assistant I		
Senior Statistics Clerk	}	Booklets 3, 4, 6 and 8

Order today

CIVIL SERVICE EMPLOYEES ASSOCIATION Date _____

ATTN: CSEA EDUCATION DEPARTMENT
33 ELK STREET,
ALBANY, NEW YORK 12207

Please send me the booklet(s) indicated. I understand the price is \$1.50 (includes postage) for EACH booklet ordered, and I have enclosed a check or money order for \$_____ to cover the cost of this order.

- #1 BASIC MATH
- #2 ARITHMETIC REASONING
- #3 UNDERSTANDING AND INTERPRETING TABULAR MATERIAL
- #4 UNDERSTANDING AND INTERPRETING WRITTEN MATERIAL
- #5 PREPARING WRITTEN MATERIAL
- #6 SUPERVISION
- #7 PURCHASING AND PAYROLL PRACTICES
- #8 BASIC ALGEBRA

Send to:

Name _____

Address _____

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Social Security Number _____ CSEA Local _____

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A DIRECTORY OF YOUR

NEW YORK SENATORS and STATE ASSEMBLYMEN

During the coming weeks, state legislators will be acting upon numerous proposed bills directly affecting CSEA members as public employees and as taxpayers and citizens of New York State. As an individual, you may wish to exercise your right to contact your legislators to express your feelings about some of those proposed bills. It is suggested that you save this listing for possible reference throughout the current legislative session.

Let'em know how you feel

Keep in touch with your assemblyman

MEMBERS OF THE NEW YORK STATE ASSEMBLY ARE LISTED BELOW. CORRESPONDENCE SHOULD BE SENT TO THE APPROPRIATE ASSEMBLYMAN c/o STATE CAPITOL, ALBANY, NEW YORK 12248.

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How to contact your state senator

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