

CARTER ENDORSED

President addresses delegates

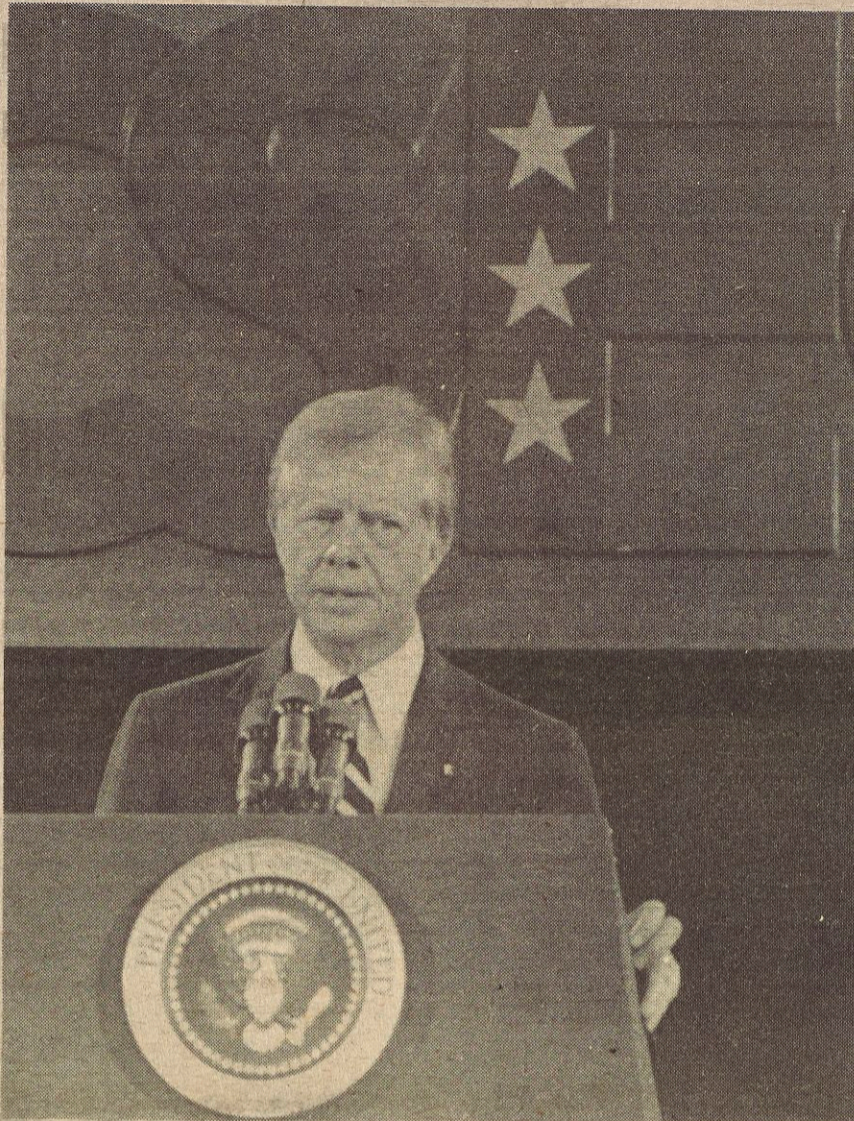
NIAGARA FALLS — President Jimmy Carter was endorsed for re-election by acclamation of the 1,400 union delegates attending CSEA's 70th annual Delegate Meeting here last week, writing a new page in the union's history.

The occasion marked the first time the giant public employee union has endorsed a presidential candidate.

And in another first, President Carter himself became the first U.S. President to address CSEA delegates when he appeared at the Convention Center here a few hours after the union's endorsement, to thank CSEA for its endorsement and pledge to work on behalf of a number of issues of major importance to organized labor. The President was warmly and enthusiastically received by the delegates as he entered and left the convention hall, as well as during his address.

The Public Sector will carry a full account and pictures of President Carter's historic appearance at the union's delegate meeting in the next edition. The annual meeting was still in progress at press time.

The endorsement of President Carter for re-election had been recommended to the delegates by CSEA's Statewide Political Action Committee, the first step leading to the departure from the union's traditional neutral role in past presidential elections. CSEA thus joins its affiliate international union, AFSCME; the AFL-CIO, and virtually all organized labor in supporting the President for re-election.



PRESIDENT JIMMY CARTER, in a historic moment in the long history of CSEA, addresses union delegates attending the 70th annual Delegate Meeting in Niagara Falls.

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Wednesday, October 8, 1980



Joseph E. McDermott elected international vice president

ALBANY — Civil Service Employees Assn. Capital Region President Joseph E. McDermott has been elected an International Vice President of the American Federation of State, County and Municipal Employees, CSEA's international union affiliate.

Mr. McDermott joins CSEA President William L. McGowan as the two CSEA representatives to the AFSCME International Executive Board for the next four years. Mr. McDermott fills the unexpired term of the late Irving Flaumenbaum, who along with Mr. McGowan was re-elected to the current four-year term during June at AFSCME International Convention in California.

Mr. McDermott was elected to the international union position by the same elected delegates who attended

the California convention in June. Those delegates were brought together again last week at CSEA's 70th annual Delegate Meeting in Niagara Falls to consider a new representative to fill Mr. Flaumenbaum's unexpired term. Mr. Flaumenbaum died unexpectedly on August 27 at the age of 70. Mr. McDermott was elected in a close contest for the seat over CSEA Central Region President James Moore.

Mr. McDermott is serving his fourth elected term as CSEA Capital Region president, and has been that region's only president since CSEA instituted a regional system in 1973. Currently employed as Assistant to the Director of Safety of the State Department of Transportation, he has been an active CSEA member since 1957.

Mr. McDermott serves on the CSEA Board of Directors as statewide officer, and previously was an elected member of the Board of Directors from two union locals. He has been a CSEA delegate for the past 16 years.

Mr. McDermott has served at all levels of CSEA on committees, including the Statewide Special Department of Transportation Committee and as Chairman of the Capital District Region Committee on Negotiations. He has also served as Chairman of local negotiations within his Department and is a past twice elected member of the Capital District Region Executive Committee. He served also as a member of the CSEA/NYS Continuity of Employment Committee.

ANNUAL MEETING

CSEA's 70th annual Delegate Meeting was drawing to a close at press time in Niagara Falls. A presidential endorsement, a visit from the President of the United States, and the election of a new AFSCME International vice president were but a few of the highlights of what has become a historic annual meeting. Much more important union business has been conducted as well. Coverage of the annual meeting begins on pages 1 and 12 of this issue, and will continue with extensive, in-depth, coverage in the next issue.

After 20 years of festival work, Joe Cosentino is still going strong

By Charles McGear
Communications Associate

OGDENSBURG — If anyone is interested in knowing what ingredients go into creating and staging a successful nine-day festival, talk to Joe Cosentino in Ogdensburg. Joe recently completed his twentieth year of work with the committee responsible for the International Seaway Festival, held annually in this St. Lawrence River community.

As vice-president of CSEA Local 423 at St. Lawrence Psychiatric Center, Joseph Cosentino seems to thrive on community activities and has been active in CSEA business since he started work at the state facility in 1961.

In addition to serving as current vice-president of CSEA Local 423, Mr. Cosentino is also chairman of the grievance and human rights committees. In the nineteen years he has been a state employee and a member of CSEA, he has also held the office of representative and delegate, and is mighty proud of the fact he has never missed a statewide convention or regional conference.

When asked where he got the time and energy to work with the Seaway Festival Committee, he replied by saying . . . "I got involved twenty years ago, and I have been going strong ever since. The Seaway Festival has grown to be a big traditional event here in St. Lawrence County. We (fellow committee members) work here in Ogdensburg and are proud to be a part of that tradition," Cosentino said.

In describing the growth of the annual event, Cosentino explained the beginning efforts produced a modest parade and several floats. This year's Festival was enjoyed by approximately 50,000 viewers, who witnessed scores of floats, bands and a special appearance of the U.S. Army Band on parade and in concert.

According to Cosentino, the Festival Committee has already begun plans for next year.

"It takes a lot of hard work on the part of the festival chairman and every member of the committee," Cosentino said.

"We couldn't have done it without the dedication and effort of such people as Ray Amo, a fellow employee at St. Lawrence Psychiatric Center, and Festival Parade Chairman for 15 years. We also want to pay special tribute to Dr. Lee Hanes, Director of St. Lawrence P.C., Fred Irwin, a retired state employee, Ken Cole, and countless other people who worked so hard and

long to make the 1980 Festival the "greatest ever", Cosentino continued.

This year the Seaway Festival was held from July 19 through July 27 and included canoe and boat races, musical concerts, games, round and square dancing, theatre groups, a marathon race and fireworks, all capped off by the giant Festival Parade.

"Our parade entries came from everywhere," Cosentino said. "This year we were particularly fortunate to have the U.S. Army Band perform. It was a great honor to see and hear one of America's greatest military organizations. They put on quite a show — one the good people in the North Country will long remember," Cosentino said.

Cosentino explained that he was responsible for seeing that the parade moved smoothly and judging and presentation of trophies was well coordinated.

"I'm delighted to be a part of the Seaway Festival team," Cosentino said. "When you live and work in a wonderful community such as Ogdensburg, and see your efforts grow to become part of the Seaway Festival, you sort of get carried away by all the enthusiasm around you. It's a great feeling, and I am really proud to have been a part of it for twenty years.

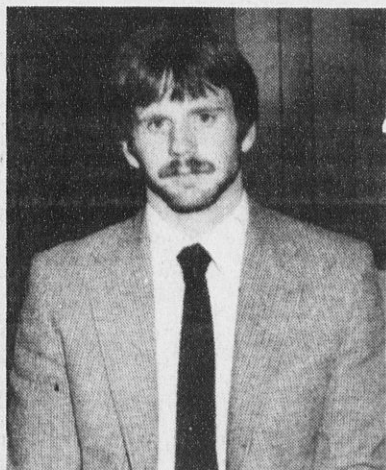
CSEA is proud of you, too, Joe Cosentino.



JOE COSENTINO, Vice President of CSEA Local 423 at the St. Lawrence Psychiatric Center proudly displays one of the trophies awarded at the Seaway Festival Parade held annually in Ogdensburg.



SEAWAY FESTIVAL CONFERENCE — Seated from left to right are; Joseph Cosentino, Vice President of Local 423's St. Lawrence Psychiatric Center and 16-year chairman of the Floats and Trophies Committee for the festival; Fred Erwin, a retired state employee and 20-year chairman of the publicity committee; Dr. Lee Hanes, the director of St. Lawrence Psychiatric Center who has been active in the festival for 10 years; and Ray Amo, a member of CSEA for 37 years and 15-year chairman of the parade committee for the Seaway Festival.



Thomas Foster

New Sector intern Thomas Foster

SYRACUSE — The new Public Sector intern is Thomas Foster.

He is working for The Public Sector in CSEA Central Region V.

Foster, from Westfield, Pa., is a senior at the Syracuse University S.I. Newhouse School of Public Communications majoring in Newspaper and Political Science.

He has worked as a free-lance reporter for daily newspapers in Hornell and Little Falls, N.Y., and in Elyria, Ohio.

Foster is the second Public Sector intern. In the winter and spring of 1980, William Hilday was the Public Sector intern.

Contract signed in Williston Park

WILLISTON PARK — The contract between the CSEA Village of Williston Park Department of Public Works Unit and the village recently was signed, CSEA Field Representative Harold Krangle reported.

Krangle said the approximately 20 highway and sanitation employees of the unit, which is part of Nassau County Local 830, will receive \$1,064 in the first year of a two-year contract and \$1,068 in the second year.

Hourly employees will receive a 50-cent per hour pay increase, he said.

Also, each truck will be equipped with a first aid kit, he said.

Leading the negotiations for CSEA were Krangle and Unit President Frank Banwell.

Assaults warrant demands of improved security

BAY SHORE — Employee safety conditions at the Suffolk County Department of Social Services office in Bay Shore has prompted Suffolk County Local 852 President Ben Boczkowski to demand the county to improve security at the Bay Shore Mini Center building, Local 852 Executive Vice President Robert Kolterman reported.

Local 852 recently was informed of a number of assaults and harassments against employees in the building, especially among Department of Social Services employees, Kolterman said.

He said that more than 400 county employees work in the building in the Departments of Social Services, Probation, Motor Vehicle and Health, as well as a number of State employees and members of the public using the building daily.

The only security at the building are unarmed security personnel — non-peace officers — who are not legally able to restrain clients, he said.

Because of the recent assaults, Boczkowski wants the county to station an armed deputy sheriff in the building, he said.

The situation at the building came to the attention of Local 852 recently when a client attacked a social services employee with a flashlight. The employee was treated and released at a near-by hospital.

Local 852 Vice Presidents Kolterman and James Farrell were sent to the building where they were informed by the employees of the lack of security in the building, other attacks on employees by clients, threats with weapons against employees and male clients harassing women employees in the ladies room, Kolterman said.

Clifton Park: A fresh approach to contract talks

CLIFTON PARK — Many times in the history of the Civil Service Employees Assn. contract talks have extended into the 11th hour, some even beyond that point, but quite the opposite was true in recent negotiations for a contract in the Town of Clifton Park.

CSEA and town negotiating teams there were able to hammer out an agreement in only four days, ratifying on August 27, four months before the present contract expires.

Town of Clifton Park Unit CSEA President Robert Jeffes and Capital Region CSEA Field Representative William Lochner, who led the CSEA team, agree their situation is unique. Town officials approached the union in early July, suggesting the two sides attempt to settle within the four day time frame, with team members allowed the required time off. It was agreed that both sides would be ready to exchange proposals on the first day and that no new proposals could be made after noon on the second day, leaving two and a half full days for discussions.

The key to accomplishing such a goal, say Jeffes and Lochner, is flexibility. "Both sides must have reasonable expectations."

Jeffes and Lochner see the maintenance of continuity as a major advantage of working within such time constraints. "Sometimes when you meet on a weekly or bi-weekly basis, it's easy to lose sight of the issues. But dealing with the issues in a day to day sequence assures that everyone will be aware and in tune with what is being discussed," they said.

The resulting contract, satisfactory to both sides, calls for salary increases of nine percent for the first year and 12 percent for the second. Increases in longevity payments, as well as the addition of increment steps for the 12th and 15th year were also agreed upon.

Two new job titles were created to provide more promotional opportunities. Improvements were made in the insurance disability and dental plans. And finally, contract language governing overtime, vacation, personal leave, seniority and promotions was updated.

"Utilizing this format engendered good faith and a strong belief in the negotiating process on both sides. It was an enlightening experience," commented Lochner.

Suffolk legal program saves members money

HOLTSVILLE — An improved legal program at a substantial savings to members has been announced by the Boards of Trustees of the Suffolk County CSEA Benefit Fund.

Among the employees covered by the fund are those in the CSEA Suffolk County bargaining unit.

The trustees of the fund are, for CSEA: Ben Boczkowski, Norman Bohrer, Frank Giordano and Edward Valder; and for the county: Anthony Noto, Jack Farneti, Frank Jones and Lou Tempera.

Bohrer said the new program pays fees for a variety of legal services including up to:

- \$300 — Real estate closing
- \$300 — Adoption
- \$200 — Bankruptcy
- \$75 — Contract
- \$300 — Uncontested domestic matters

The new program also covers many other legal problems both in and out of court.

Bohrer said the program limits each family to not more than \$1,000 in a calendar year.

For additional information, call the fund at (516) 289-0200.



CERTIFICATES OF APPRECIATION PRESENTED: Leaders of Wassaic Developmental Center Local 426 were recently singled out for the assistance they gave in helping to organize a stewards training workshop. Delegate James Lefave, Treasurer Alan Ackerman and Vice President Paul Gangloff receive awards from Region III President James J. Lennon as Local President Harold Ryan looks on. A certificate was also given to Representative Orpha Thomas.

Madison County management accused of covering up employment plans

WAMPSVILLE — CSEA staff members and a group representing Madison County laboratory employees recently charged county officials with not keeping them informed about their future employment.

The charges were made at a September 19 press conference following a labor-management meeting in which county officials met with CSEA staffers and the employee group.

CSEA Field Representative Ted Modrzejewski requested the labor-management meeting after learning a county committee, investigating health care in Madison County, was reported to be studying the feasibility of contracting with private agencies for laboratory work.

The employee group, headed by Maureen Malone, President of CSEA Local 827 Madison County, and Modrzejewski, expressed dissatisfaction with the county committee's lack of response to questions concerning the future status of the two county laboratories.

In talking to members of the press the employees charged that the labs "could be operated at a break-even point if not for mismanagement."

That an audit of the laboratories performed by the County Treasurer during 1979 unfairly represents the deficit.

That the recently released studies criticizing the labs have "totally crushed employee morale" at the Oneida City Hospital and Hamilton Community Memorial labs and...

That lab workers should have been asked for their comments for those reports.

Modrzejewski said the county committee adjourned the 90-minute labor-management meeting without offering any concrete answers to direct questions concerning county plans to contract or not contract out lab services.

Local 827 President Malone, who is also an employee of the laboratory, said, "the 42 employees at the two county labs have every right to be fully informed of their present and future job status. We think the county has a moral obligation to give us a status report. We also feel we can offer valuable input into an evaluation of lab services. After all, as professionals we are directly responsible for performing those services and should be called upon to suggest ways to maintain the quality care to the community," Malone said.

According to Modrzejewski, CSEA has requested and been granted another labor-management meeting October 7, a week prior to an October 14 County Board meeting that is expected to hear a resolution concerning the lab future.



SUFFOLK EDUCATION LOCAL 870 President Walter Weeks, left, honors Edward Bayles of the Port Jefferson School District Unit upon his retirement.

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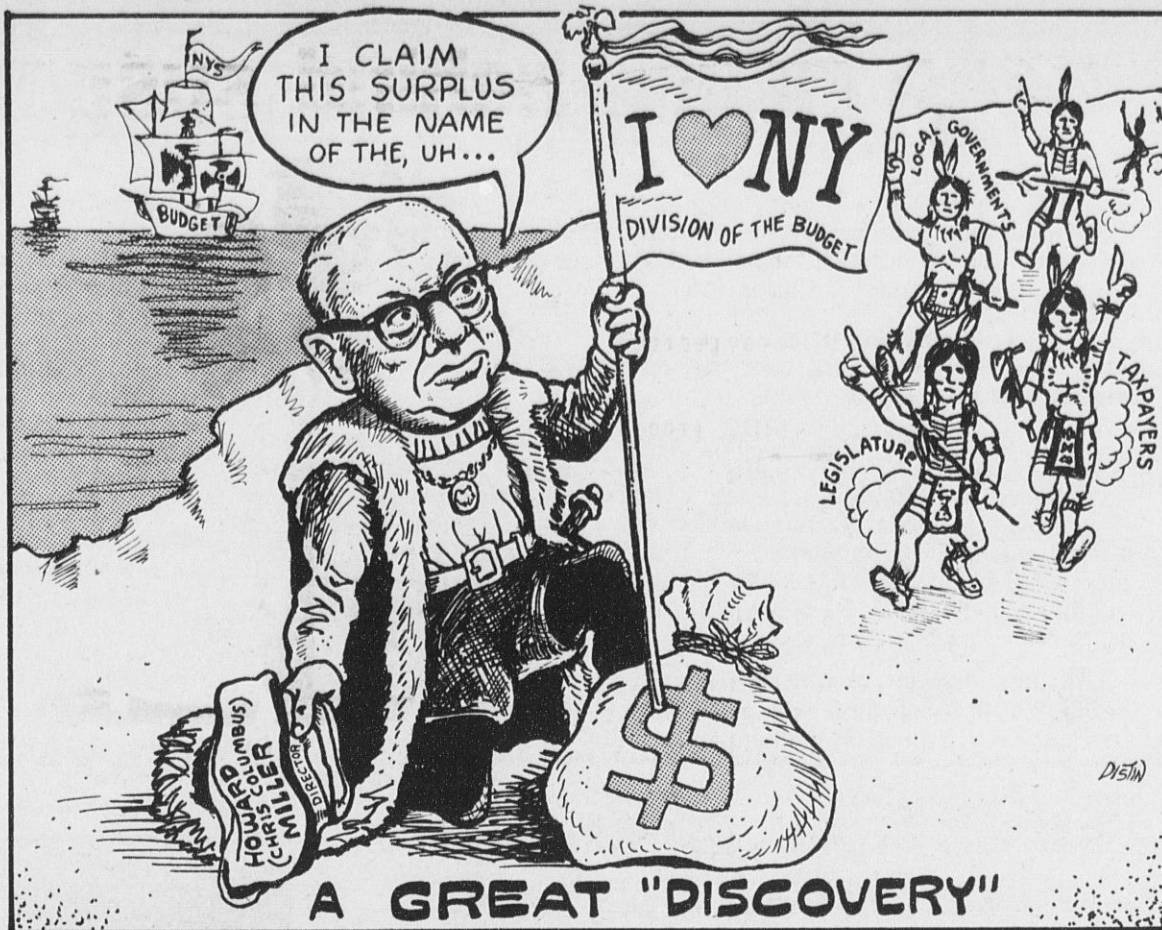
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A GREAT "DISCOVERY"



THE WINNERS of the 7-team CSEA Slo-Pitch Softball playoffs was the Town of Greenburgh. Teams from New Rochelle, White Plains, Yonkers, Greenburgh and three Westchester agencies — all part of Local 860 of Region III — compete in a 14-game series. League organizers hope to compete on a regional level, once Slo-Pitch softball catches on in CSEA's remaining five regions.



GOOD SPORTSMANSHIP — The City of Mount Vernon team won the spot as second in the league, losing to the Town of Greenburgh in the playoffs. Slo-Pitch softball is one of the fastest growing sports in the nation. Westchester County officials would like to see the sport expanded to a state-wide competition.

New contract for highway employees

GOSHEN — A new two year contract has been ratified by Highway Dept. employees here, CSEA Unit President Thomas J. Grippe announced recently.

Retroactive to Jan. 1, employees will receive a nine percent raise this year, and ten percent next year. Disciplinary procedures have also been improved in what Grippe calls, "a major step forward because previously the town board settled these matters themselves.

Other features include granting employees a half day off, beginning at 12:00 o'clock noon on Good Friday, and providing, for the first time, a clothing allowance.

Prevost neglecting staff

NEW YORK CITY — State Commissioner of Mental Health James Prevost does not appear to be initiating any positive action to improve the badly understaffed conditions at Manhattan Psychiatric Center (MPC), according to CSEA Field Representative Bart Brier.

Brier also said there are rumors that the Office of Mental Health (OMH) may be planning to make scapegoats out of top MPC administrative management for the failings of the hospital.

"I hope Prevost is not planning to play musical chairs with Manhattan Psychiatric Center but will use the resources of his office to correct the staffing problem at Manhattan Psychiatric Center," Brier said.

When MPC failed to have its accreditation renewed by JCAH (Joint Commission on Hospital Accreditation) earlier this year, first among the problems cited by JCAH was the shortage of staff at the hospital.

The JCAH decision not to accredit MPC has been appealed, and Prevost pledged to make MPC a model institution, Brier said.

MPC Director Gabriel Kaz, following Prevost's lead, had an organization plan drawn up for MPC which included a staffing increase of 400, Brier said.

However, in August OMH Regional Director Sarah Connell said the New York State Supplemental Budget did not include additional staff for MPC and that for the next State Budget, no decision on increased MPC staffing had yet been made, he said.

Brier said Prevost also appointed a committee of experts to investigate conditions at MPC.

He said the findings of that committee included:

- MPC is grossly understaffed.
- A new short-term care unit should be opened on Manhattan. (MPC is located on Wards Island.)
- The administration of MPC was praised for the work it has done in spite of the grossly understaffed personnel situation.

That administration is headed by Director Kaz and Deputy Director for Administration Norman Salshutz.

CSEA members at MPC are represented by Local 413 headed by President Ismael Lopez.

CSEA rallies behind suspended leaders

NEW YORK CITY — The Civil Service Employees Assn. is moving to defend seven officers and officials of CSEA Local 429 at the Staten Island Developmental Center who New York State is seeking to terminate for their alleged role in the alleged occupation of the SIDC Administration Building over a five day period in late August.

According to Local 429 officials, the state has suspended and banned from SIDC ground pending further action, Local 429 President Felton King and Local 429 Vice Presidents Tyrone Daniels, Michael Hicks, Roy Hargrove and Terry Rouse. Also, a spokesman said, the state is seeking termination of shop stewards Otis Daymond and Mini Fan on the same charges.

At the heart of the situation at Staten Island Developmental Center is, Local 429 officials say, the fact that Institutional Unit employees there were docked pay for allegedly taking part in an alleged job action in late July, but Administrative and Operational Unit employees were not docked.

At present Local 429 Vice President John Jackson and Barbara Farrell, who are among Local 429 members served with disciplinary charges from the late August situation but are not under suspension, are the only Local vice presidents allowed on SIDC grounds to serve the 2,000-plus membership of the Local. CSEA's mobile office has been moved to just outside the grounds and is being used by suspended President King and other Local officers.

In addition to CSEA moving to defend the Local 429 officers' and members' rights under the contract and the law, locals in Metropolitan Region II held a demonstration on September 18 to protest the actions by the state against Local 429 officers and members.

More than 200 CSEA members from most Region II locals participated in the demonstration at the World Trade Center where the regional headquarters of the State Office of Mental Retardation and Developmental Disabilities is located.

The demonstration, which was organized by Basic Research Local 438 President William Bear, was participated in by Region II officers President James Gripper, First Vice President King, Second Vice President Frances DuBose, Third Vice President Willie Raye and Secretary Helen Cugno Carter.

Also participating in the demonstration was Central Region V President James Moore.

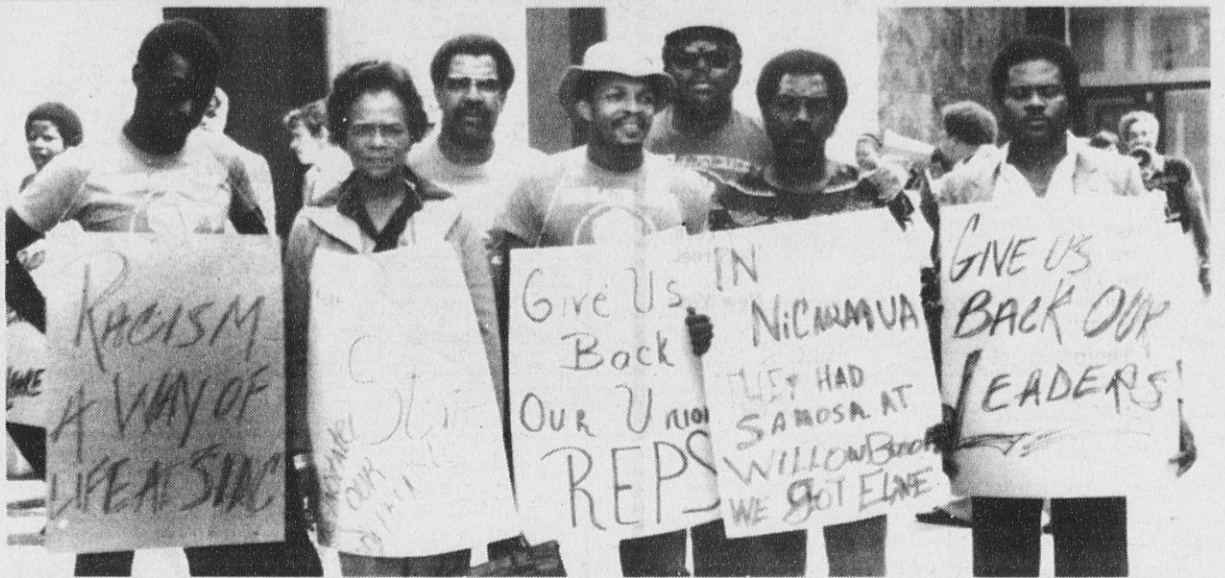
According to a union flyer handed out at the demonstration:

"On Thursday August 21, 1980, approximately 200 employees of the Staten Island Developmental Center, Local 429, occupied the Administration Building at 11:40 a.m.

"They remained there for the next 5 days, attempting to get management to reconcile paychecks that had been docked pay for 1 to 4 days per worker.

"Management claimed that on July 24-27, 1980, an alleged sickout occurred. During this 4 day period, management states that 'over 600 employees' called in sick, in an alleged job protest.

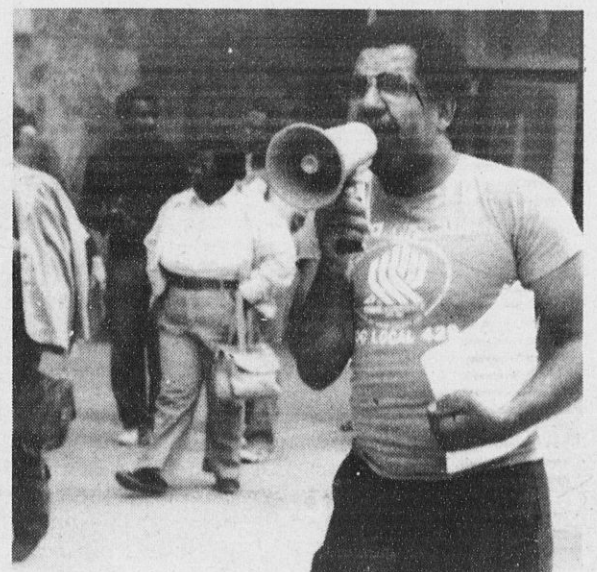
"As a result of this rumored job action,



STATEN ISLAND DEVELOPMENTAL CENTER LOCAL 429 officials who New York State is seeking to terminate are, from left, Vice President Terry Rouse, Shop Steward Mini Fan, Vice Presidents Roy Hargrove and Michael Hicks, Shop Steward Otis Daymond, Vice President Tyrone Daniels and President Felton King.



SIDC LOCAL 429 President Felton King, left, confers with Regional Attorney Arthur Helton at the demonstration.



ON THE BULLHORN at the demonstration is Local 429 Vice President Roy Hargrove, one of those the State is seeking to terminate.

management chose to dock 1 to 4 days pay from 371 Grades 4, 7, 9, 11, and 13's, who are minorities (blacks, hispanics) and predominantly females.

"What management attempted to do was discipline employees who participated in the alleged job action. . . .

"They did, however, penalize staff that were on pass days, vacations, occupational injury leave and extended illness leaves.

"Also, after careful review, they docked employees who actually worked.

"To date (Sept. 18), 45 employees have had their correct pay restored, out of the 371 who had their money taken.

"On September 11, 1980, management at SIDC suspended without pay members of the Executive Board of CSEA Local 429 for having taken part in the demonstration from 8/21-8/25 on charges ranging from demonstrating, interfering in facility functions, to attempted assault."



MARCHING IN THE DEMONSTRATION in support of the Local 429 officials (above,) are Region II Secretary Helen Cugno Carter flanked by Region II President James Gripper, left, and Region V President James Moore.



CSEA PRESIDENT WILLIAM L. McGOWAN, right, confers with, from left, Staten Island Developmental Center Local 429 Vice President Roy Hargrove and President Felton King and Region II President James Gripper on the situation at SIDC.



ORGANIZER OF THE DEMONSTRATION (left) in support of Local 429 officials is Basic Research Local 438 President William Bear, left, speaking with Manhattan Children's Psychiatric Center Local 433 President Roy Johnson.

Region VI endorsed Carter in a unanimous show of support

BUFFALO — After debate on the issue by several speakers, CSEA members in Region 6 recently voted overwhelmingly to go on record in support for the reelection of President Jimmy Carter.

The decision came during a two-day Region meeting held at the Sheraton East hotel here just prior to CSEA's annual Delegate Meeting at nearby Niagara Falls, where delegates voted to endorse President Carter.

Joseph Beeman, AFSCME's legislative and political action director, who spent several years in California during Reagan's administration there, addressed the group Friday evening.

"Ronald Reagan is the enemy of the public employee. He was the man who started deinstitutionalization. But he was not concerned with patient welfare. He wanted to cut the state budget and to get public employees off the payroll. He did both — and single-handedly destroyed one of the best mental health programs in the country," Beeman said.

Although Beeman indicated that Carter had been found lacking in several areas, he maintained the best choice between the two presidential candidates was Carter.

During the Saturday general business session, CSEA Atty. Steve Wiley agreed, saying, "The question is not war or peace. The question is not whether Jimmy Carter has handled the hostage situation well. The question is safety in the workplace; adequate funding for collective bargaining; equal rights for women; adequate federal funding for mental hygiene programs; the survival of the unions — those are the issues. And on not one of those issues can Ronald Reagan be given a passing mark."

Following the vote, Region 6 President Robert Lattimer told members, "We've done the easiest thing in the world. Now we have to do the hard thing during the next few weeks. We have to vote on the first Tuesday in November. And we have to make sure that our families and friends vote too."

Other topics:

— President Lattimer announced the appointments of Lori Hartrick, former president of Buffalo State College Local 640, to the position of Employee Assistance Program Coordinator for the Region. He also noted that Ramona Gallagher, formerly the Region's 3rd vice president, is now working in the CSEA-AFSCME Joint Political Action Office.

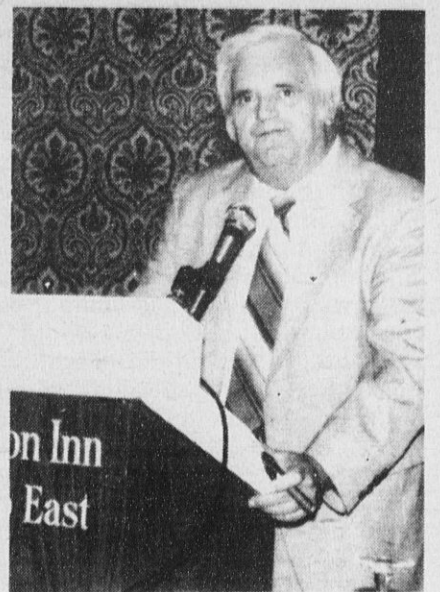
— The region voted to appoint Jerry Frieday as the new Region secretary, filling the vacancy created when Judy Burgess joined President McGowan's staff.

— Members also voted to contribute \$100 to the Arthritis Foundation in memory of Irving Flaumenbaum and the same amount to the widow of William Doyle, former president of Niagara County Local 832 for any cause she wishes.

— Lattimer urged locals to send in their recommendations for appointees to the Region's Women's committee immediately, to fill vacancies there. He also noted that attendance at training seminars must be improved, particularly among local treasurers.



JOSEPH BEEMAN, AFSCME's legislative and political action director, tells Region 6 members why the union should support President Carter for re-election.



CSEA PRESIDENT William L. McGowan addressed members at the regional meeting in Buffalo.



CSEA EXECUTIVE DIRECTOR Joseph Dolan speaks to those attending the recent Region VI meeting.



REGION VI PRESIDENT Robert Lattimer urged union members to get out the union vote election day.



TAKING NOTES are, from left, Department of Labor, Buffalo, CSEA Local 352 President Elaine Todd, and SUNY Fredonia Local 607 President Mary Ann Bentham.



RAMONA GALLAGHER, formerly a Region VI vice president and now with CSEA's political action office, discusses political matters.

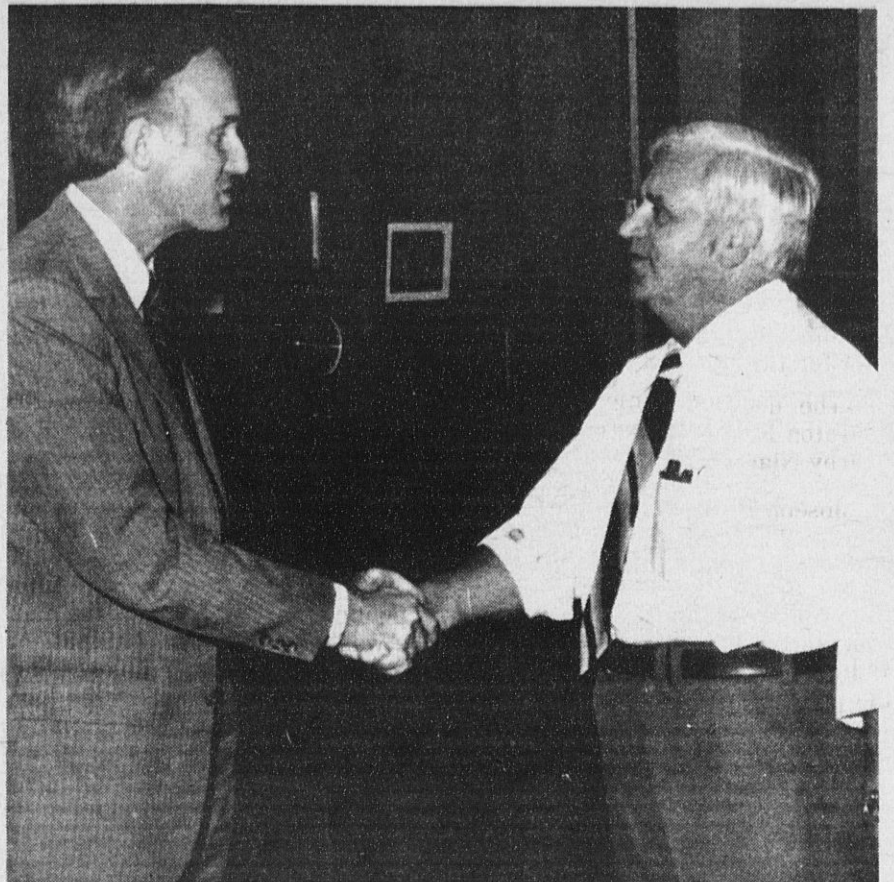


CSEA ATTORNEY Stephen Wiley discusses various legal matters affecting CSEA members.

Union endorses Hurley

GLENS FALLS — The Civil Service Employees Assn. has announced the union's endorsement of Rodger Hurley in the race for the U.S. congressional seat from New York State's 29th District in the November election. Hurley is the Democratic candidate seeking to unseat incumbent Republican Congressman Gerald Solomon.

In the adjacent photos, candidate Hurley, left, listens as Joseph Conway, chairman of CSEA's statewide Political Action Committee, tells the news media why the union is backing Hurley for Congress. And in the other photo, Hurley stops by the CSEA Headquarters office of CSEA President William L. McGowan to shake hands and discuss union concerns.



Questions remain unanswered about private compactor

BROOKLYN, NEW YORK — A compactor used to dispose of test-animal remains and waste is the center of controversy and unanswered questions at Downstate Medical Center, Brooklyn.

According to Local 646 President Francis DuBose, CSEA mechanics were ordered to make alterations to the large compactor, clearly labeled as belonging to a private sanitation company. When she questioned work on leased, non-State, equipment, hospital administrators told her the contract for the lease of the unit gave permission for the alterations.

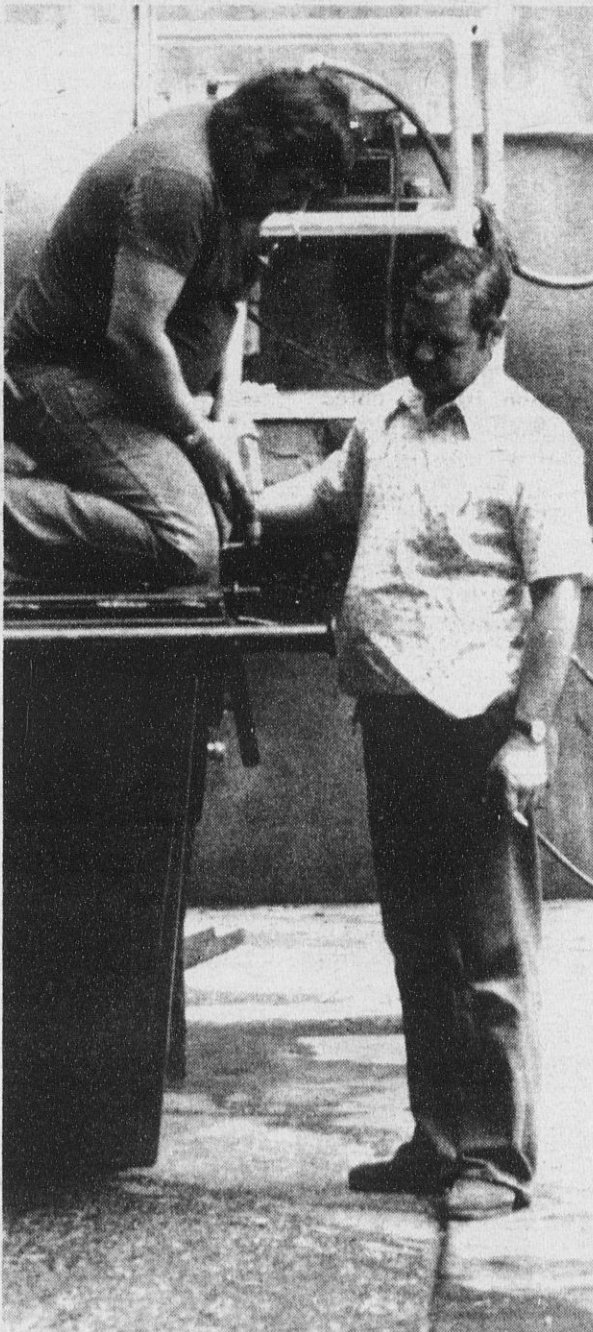
But a request for a copy of the contract from the Business Affairs Office of the Medical Center, pursuant to the Freedom of Information Act, brought a puzzling response.

"The Medical Center does not . . . have any contract in force for the current fiscal year for the rental of any compactors," according to Michael S. Daiell, assistant vice-president for business affairs at Downstate.

Just who does the huge compactor belong to? Were CSEA members directed to work on private equipment? If the compactor is leased to the State, why is no contract on file? Answers to these and other questions were refused by hospital administration.

"There is something unethical going on here," said Local Field Representative Bart Brier. "I find it utterly amazing that we can not get consistent answers from hospital administrators as to what is taking place at their own hospital."

"When it comes to work CSEA members are required to do, we deserve the decency of honest answers. We will continue to follow this matter," he said, "until they are forthcoming."



PRIVATE PROPERTY GRIEVANCE — Some curious problems have arisen at the Downstate Medical Center concerning a compactor machine used by the hospital to dispose of biological materials. CSEA Members Robert Keeler, right, and Pasquale Mignone, were ordered to work on the device even though it is apparently not owned by the hospital. A grievance has been filed against the hospital but CSEA Field Representative Bart Brier says the hospital is refusing to answer questions about why state employees are working on a private contractor's property.

Freeport reneges on contracted raises

FREEPORT — An Improper Practice (IP) has been charged against the Village of Freeport for voting to rescind contractually agreed upon pay raises from 15 CSEA-represented employees.

CSEA Freeport Unit President Robert Ford called the action by the village board "ridiculous". The board's action is in response to the employees' refusal to do dangerous out of title work during a recent private sector garbage strike.

The board voted to cut the pay increase for 15 employees from 5.5 percent to 2.75 percent due Mar. 1, 1981.

Nassau County Local 830 President Nicholas Abbatiello questioned the action of the board for its attempt to cut the pay of 15 employees, while seven other employees involved in the refusal to man garbage trucks did not have their pay raises cut.

"Their docking the pay of some employees but not of others makes me wonder whether the town is playing favorites?" Abbatiello asked.

He said the IP was filed with the Public Employment Relations Board for the town's violation of its contract with the union and the threats by the town to the men of insubordination and firings.

During the strike by Teamsters Local 813, 22 members of the Highway and Sewage Treatment departments of the town were ordered to drive garbage trucks and pick up garbage, he said.

He said that after he and CSEA Field Representative Michael Aiello discussed the situation with the unit, it was decided that the men should not collect the garbage because:

- The task was out of title work.
- There was possible danger to the men if they crossed the Teamster picket line.
- Almost all the men had no experience in garbage collection and could easily injure themselves on the job.

"There was no job action. The men did not refuse to do their work. They only refused to man the trucks which would have been a danger to their health and safety," Abbatiello said.

Ironically, CSEA had represented 43 Freeport sanitationmen before the town contracted out for private garbage collection.



Plans are underway for Capital Region workshop

WARRENSBURGH — Representatives of units and locals throughout the Capital Region of the Civil Service Employees Assn. elected two new members to the Region's executive committee and discussed plans for this fall's political action at a one day workshop-business meeting held at the Sitting Bull Dude Ranch here in mid-September.

This gathering, according to Daniel Campbell, communications specialist for the Capital Region CSEA, was held to replace the annual fall weekend workshop, which has been experiencing a declining attendance.



TIM DREW, chairman of the Capital Region CSEA Political Action Committee, standing above at the mike in the above photo, listed the Region's endorsements for the upcoming elections and called for volunteers to distribute campaign literature and make phone calls.

BEING CONGRATULATED by Capital Region officers on their election to the Capital Region executive committee to the right are Daniel Woods, president of the New York State Department of Motor Vehicles Local CSEA and Richard Weeks, president of the NYS Department of Education Local CSEA. Standing from left to right are Joan Tobin, third vice-president; Al Mead, first vice-president; Woods, Weeks; Joseph McDermott, president, and John Vallee, second vice-president.



3 year contract ok'd in Mineola

MINEOLA — A three year contract agreement, retroactive to June 1, 1979, between the CSEA Village of Mineola Library Unit and the village has been reached, CSEA Field Representative Harold Krangle reported.

The approximately 25 employees of the unit, which is part of Nassau County Local 830, will each receive a seven percent raise or \$750, whichever is greater, in the first year of the contract and seven percent raises in each of the last two years of the contract, Krangle said.

He said hourly employees will receive a 45-cent an hour increase.

Additional benefits in the new contract include two new holidays — the day before Christmas and the day before New Years — and one week of vacation can be carried over to the next year, he said.

Leading the negotiations for CSEA were Krangle, Bea Smith and Muriel Hillary.



CORTLAND LOCAL SIGNS PACT — Chairman Henry "Woody" Swayze of the Cortland County Legislature, seated left, and Local 812 President Earl Conger, seated right, formally sign a three-year contract that will give the unit's 317 members pay raises of seven percent for 1981 and 7.5 percent for 1982 and 1983. Viewing the signing were, standing, from left, Bill Frame, county personnel director; and CSEA members Joe Burk, social services; John Wright, highway; Linda Conte, social services; and Diane Streeter, environmental health.

Cortland signs early pact

CORTLAND — A new three-year contract, including a pay increase of more than 22 percent, was agreed to CSEA and Cortland County.

The contract was agreed upon without the use of mediation — a first for CSEA-Cortland County negotiations.

Local 812 President Earl Conger and County Personnel Director William Frame met six times to iron out the agreement. The contract signing took place four months before the expiration of the current pact.

Conger said: "We got everything we asked for and nothing taken away." He credited the early settlement to the good relations between Frame and himself and to the "very good team" of negotiators working with him.

The contract covers 317 county employees. Six other units of Local 812 still are negotiating with the county, including personnel in the Sheriff's Department and nurses in the Health Department.

Conger was pleased with the contract

revisions, which included a 7 percent raise in 1981 and 7.5 percent hikes in 1982 and 1983.

A provision for agency shop was included, and the county's contribution to the employee's family health insurance was increased from 85 percent to 87.5 percent in 1981 and to 90 percent in 1982.

But the real gem of the new contract is the revised system of longevity payments, Conger said.

The payments now start after five years of service, instead of nine and are increased to \$125 per year from \$100.

Other benefits include a five-day boost in the number of vacation days for 25-year employees to 25 days per year.

The new pact also allows employees to accumulate 165 sick leave days in 1981, 170 in 1982 and 175 in 1983. The Federal Savings Bond Program will be replaced by the Payroll Savings Plan, starting Feb. 1, 1981.

Mileage rates also were increased from 18 cents to 19, 20 and 21 cents for the next three years.

Agreement upheld

WHITE PLAINS — County Executive Alfred DelBello has agreed to live up to an agreement originally made July 21, 1979, to permit monthly meetings between CSEA Shop Stewards and Corrections Commissioner Al Gray and his administrators.

Union leaders asked to meet DelBello to discuss what Westchester Unit President Ray O'Connor called, "health and safety issues caused by overcrowding" and he described the session as a, "fair and open exchange of ideas on both sides."

Local 860 President Pat Mascioli was also present at the session, and expressed satisfaction with the results, calling it, "a boost to morale."

School pact ok'd

MOUNT VERNON — A new, one-year pact for non-teaching employees of the Mount Vernon School District provides a \$1,040 across-the-board pay raise for approximately 300 employees, Unit President Marie Lawrence has announced.

Employees due an increment will also advance on schedule, according to Collective Bargaining Specialist Ron Mazzola, who says that the newly ratified agreement will be in effect until June 30, 1981.

Court employee cover-in legislation is threatened by constitutional challenge

ALBANY — When CSEA's long-sought "cover-in" bill for court employees was signed into law a few months ago, thousands of court employees throughout the state cheered. Now, a small group in Nassau County is attempting to have that law declared unconstitutional.

The Court Officers Benevolent Association of Nassau County (COBANC) has charged in Nassau County Supreme Court that the law, a top CSEA legislative priority for the past two years, violates the state constitution.

"Actually, all the law does is grant job security to people to whom it was long overdue," says CSEA attorney Stephen Wiley, of the law firm of Roemer and Featherstonhaugh.

The law gave permanent, competitive-class civil service status to Office of Court Administration

employees who had held their jobs "provisionally" for at least a year.

"In some cases, exams for these jobs were not held by the state for 15 years or more," Mr. Wiley said. "So, through no fault of their own, thousands of court workers lacked civil service job protections for all that time. For these 'provisional' employees, that law was desperately needed."

Mr. Wiley noted that about two-thirds of all court employees in the state, at the time the law was passed, were holding their jobs provisionally.

CSEA represents some 3,000 court employees statewide. COBANC represents about 800 such workers, all in Nassau County.

Technically, COBANC is challenging not the CSEA bill, which applies to upstate court workers, but a similar bill that affects only Long Island court workers.

Still, CSEA is concerned about the action, and Mr. Wiley is filing a brief in the matter with the Nassau County Supreme Court.

"The state constitution says civil service appointments must be made according to exam scores 'as far as practicable,'" he said, "and it has obviously not been practicable in the case of thousands of workers who were denied a chance to take any exams for many, many years."

"This law is analogous to the Civil Service Department statute which grants civil service status to employees of a private institution taken over by the government. It is a simple matter of justice."

CSEA will keep court employees informed as the case progresses.



Warren County's Tom Remmington a real hard-drivin' union man

WARRENSBURG — Tom Remmington is often called a "hard driving man" by Warren County management and by fellow unionists who know of his dedication to public employee unionism and CSEA-AFSCME. But Tom Remmington is a real hard driving man when he slips into his modified dirt car number 54 and takes off after the checkered flag.

"I started racing in 1969. I grew up about a half mile from the Warrensburg Speedway, and I have an A.A.S. degree in automotive technology from Morrisville Ag and Tech, SUNY Class of '73, so cars are part of my everyday life."

Autos play a part in Tom Remmington's public employee work day since he is employed by Warren County Department of Public Works in the traffic division. "Traffic constructs and erects all types of traffic and specialty signs. We handle both informational and directional signs".

But Tom often finds himself behind the wheel of one type of vehicle or another on a regular basis.

"In the good weather I drive and maintain a road stripping machine and during the winter I handle a snow plow that moves tons of snow. In an average winter we get 70 inches, so plowing is a regular part of the job."

When asked about his interest in unionism, Remmington just rattled off a list of offices he has held since first becoming a part of CSEA in 1974. "I served as unit secretary, treasurer, unit president, second vice president of the Warren County Local. I am presently a delegate and chairman of the Local Political Action Committee."

Racing isn't all winning as Tom knows. "I recently won my first race and that came after three plus years of good starts and near misses, but that win made up for all the misses".

PUBLIC EMPLOYEES...

Where Would You Be Without Them?

CSEA



REVIEWING THE CONTRACT FOR the New York State Department of Social Services branch of the CSEA Employees Assistance Program are, from left Capital Region CSEA President Joseph McDermott, DSS Commissioner Barbara Blum and DSS Local 688 President Alan Siegel. Commissioner Blum pledged to help the state-wide EAP program by "identifying all helping agencies in the state and providing EAP coordinators with vital information."

Johnson case ends on a happy note

(Editor's Note: This story is a follow-up to an article in the July 16 PUBLIC SECTOR.)

By STANLEY HORNAK

CSEA Communications Associate

ORANGEBURG — "I really liked reading this decision" is how Local 421 President Eva Katz described her reaction to the closing chapter in the "Robert Johnson Arbitration."

The story began March 8 when Johnson was suspended without pay after being accused of striking a patient at the Rockland Children's Psychiatric Center.

What makes the suspension unbelievable is that it was based principally on the word of the patient-accuser. There were no other reliable witnesses, yet the center's administration persisted in the suspension, ignoring the patient's reputation which was one of not only being disruptive, but also of threatening employees with getting them fired. Johnson's personal agony could have — in fact should have — been avoided if the administration had just used a little common sense.

When CSEA went into arbitration, the union insisted that the accusing patient's medical records be introduced. The state refused outright, so the union went to court to get them released. The court agreed, declaring that the records were necessary so that the accused could conduct an effective defense, especially since they pertain to the man who was the complaining witness.

The state then said it would appeal the decision, but it didn't. It never produced the records, so the arbitrator threw out the accuser's direct testimony.

During hearings, another patient admitted that the accuser told him, "Let's get Johnson fired and you be my witness." He did come forward as a "witness," but the union produced two surprise witnesses who testified that "be my witness" was somewhere else on the day and at the time he was supposed to have seen Johnson commit the act. Also, questions were raised about why the accuser didn't make his charges against



THE SMILES ON THESE FIVE FACES are because an arbitrator found Rockland Children's Psychiatric Center Therapy Aide Robert Johnson, center, not guilty of patient abuse and ordered him reinstated to his job with back pay. Joining Johnson are, from left, Rockland Children's Psychiatric Center Unit President and Grievance Chairman Willie Trotman and Glenda Davis, Rockland Psychiatric Center Local 421 President Eva Katz and CSEA Field Representative Thomas Brann.

Johnson right after they were supposed to have happened, but instead, washed up and went to dinner.

After hearing all the testimony, the arbitrator ruled, "the preponderance of the evidence is that Johnson was not guilty of the offense." He issued the following decision:

"Robert Johnson is not guilty of the charge proffered against him. He is entitled to reinstatement and to be made whole for his loss of earnings."

Now that it's all over, Robert Johnson acknowledges, "CSEA's role was very big in getting me justice." Seated in Eva Katz's office, his smile comes more easily now as the gentle ex-boxer goes on, "the decision left me overjoyed, really happy, very pleased." Mrs. Katz adds, "I told them they didn't have a case, I pleaded with them not to do it, but they just had complete disregard for us."

Field Representative Tom Brann notes that if the state had properly investigated the charge,

they would have realized that, "they didn't have any facts, and wouldn't have gone after Johnson, a veteran employee of 26 years in good standing."

Meanwhile, the local's grievance chairman, Glenda Davis, described the award as a, "beautiful decision" and observed that the case had implications for all of the center's employees. Unit President Willie Trotman adds in a personal note that, "Johnson is a well-respected therapy aide who had a good relationship with our patients. They missed him when he was suspended, and they wanted him back."

Finally, the local's leadership puts out a word of thanks to everyone who supported Johnson throughout the ordeal.

As for the future, Mrs. Katz hopes, "the administration learns to be a little more careful. Although Bobby was vindicated, he went through an awful personal trial, and that was very unjust."

1975 asbestos contamination cited

State searching for Queens basement workers

NEW YORK CITY — The New York State Department of Labor is seeking to locate all department employees who during 1975 and 1976 worked in the basement of 90-01 Sutphin Blvd., Jamaica, Queens, according to Department of Labor CSEA Local 350 President George Caloumeno.

Caloumeno said the area had been sprayed with asbestos in 1975 and the Department of Labor is seeking medical screenings for the employees who worked there.

Asbestos is a cause of lung and stomach cancers and of other respiratory disorders.

One former employee of that Department of Labor worksite already has been identified as having respiratory problems, he said.

"Deputy Industrial Commissioner Fred Purcell is directing a program to have any Department of Labor employees who were exposed to asbestos on the job to receive proper medical screenings.

"Because of the passage of years since employees were exposed to asbestos at the Sutphin Blvd. basement, a number of employees may no longer be working for the Department of Labor. They may be working for other state agencies or are no longer in state service," Caloumeno said.

He said when he reported the information about the basement of

Unemployment Insurance offices LO 544 and 545 to Purcell, the commissioner urged Caloumeno to help locate the exposed employees.

Caloumeno asks that anyone who believes they may have worked in that basement in 1975 and 1976 to contact CSEA Local 350, Department of Labor, Room 7305, 2 World Trade Center, New York, N.Y. 10047; or call (212) 488-5241.

Local 350 Vice President Dennis Tobin also can be called at (212) 242-8900.

The situation at 90-01 Sutphin Blvd., started in 1975 when another state agency moved out of the basement and the Department of Labor moved in.

Caloumeno, then grievance chairman of Local 350, said the ceiling of the poorly ventilated basement was sprayed with asbestos as part of a renovation of the basement.

He said a contract grievance was filed after the employees of the basement complained of a fine dust covering the desks every morning and a choking, sneezing, hives and other symptoms.

The grievance was settled when the Department of Labor agreed to close down the basement office, which was accomplished in 1976, he said.

He said helping settle the grievance was his threat to bring in private engineers to study the atmospheric conditions in the basement.

CSEA's first Women's Conference kicks off Nov. 7

ALBANY — Information on the upcoming CSEA Women's Conference has been mailed to all CSEA local presidents and members of the union's Board of Directors, and the CSEA Women's Committee is expecting a good turnout for this first-ever event.

The conference will be Nov. 7, 8 and 9 at the Granit Hotel in Kerhonkson, Ulster County. Directions, tentative agendas and reservation forms were included in the mailing, along with a cover letter from CSEA President Bill McGowan.

On the agenda are workshops on "Women's Buying Power," "Women in the Union," "The Power of Positive Thinking and the Fear of Success," and "Does Alcohol Discriminate?" In addition, there will be a fashion show around the theme, "Dress for Success."

A cocktail party and banquet are also scheduled, with guest speakers yet to be named.

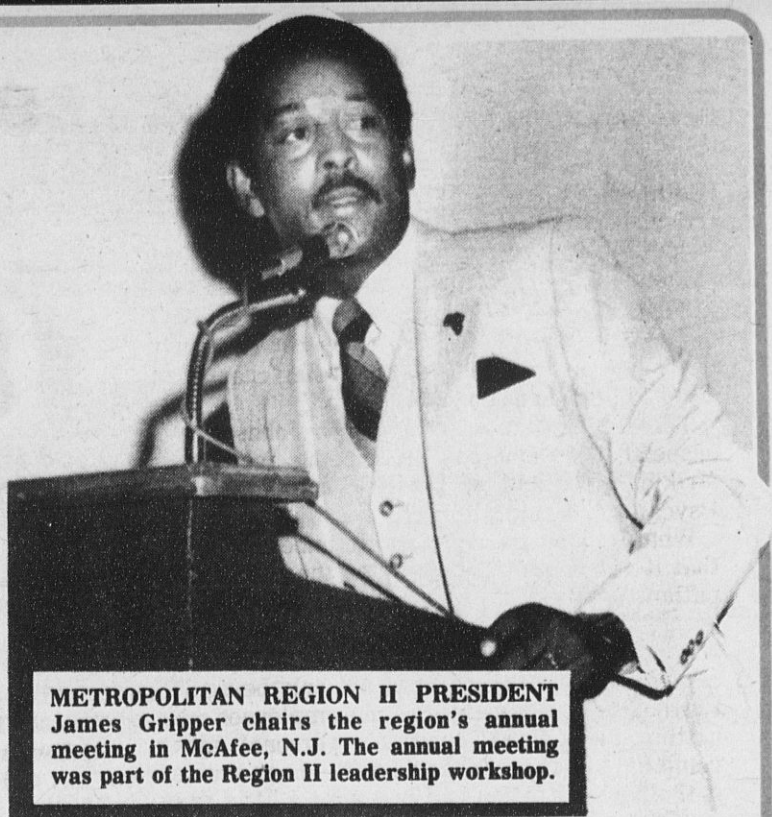
All local presidents will receive two agendas, reservation forms, sets of directions and brochures on the facilities and activities available at the Granit.

"Half of CSEA's members are women, and we appreciate this chance for workshops on issues specifically affecting us," said CSEA Women's Committee chair June Scott of Region IV.

For more information on the conference, call Jeanne McGarry at CSEA headquarters: (518) 343-0191.



REPRESENTING SOUTH BEACH PSYCHIATRIC CENTER Local 446 at the Region II leadership workshop are, from left, George Boncoraglio, Fran Inglima and Brenda Grasso.



METROPOLITAN REGION II PRESIDENT James Gripper chairs the region's annual meeting in McAfee, N.J. The annual meeting was part of the Region II leadership workshop.

Metropolitan workshop covers grievance topic

McAFEE, N.J. — Members of Metropolitan Region II attended the CSEA Region II Leadership Workshop on Sept. 12-14 at the Playboy Resort & Country Club at Great Gorge.

Most of the workshop was devoted to grievances, including grievance identification, creative problem solving, grievance handling and group interaction.

Instructors for the grievance sessions were from AFSCME, including Education Director David Williams, John Dowling, Bailey Walker, Anita Patterson, Marsha Anderson and Ronald Coder.

CSEA Attorney Pauline Rogers spoke on the CSEA Legal Assistance Program.

Speaking on occupational health and safety were CSEA Collective Bargaining Specialist Nels Carlson and AFSCME's Steve Fantazzo.

Arne Wipfler spoke on the CSEA Employee Assistance Program.

The workshop opened with the Region II Annual Meeting.

At the annual meeting, New York City Local 010 President Joseph Johnson accepted on behalf of his local the President's Club Award from the Special Olympics for Local 010's donation of \$2,000. Region II President James Gripper presented the plaque to Johnson.

The region voted to recommend that CSEA affiliate with AFSCME.

In his report to the annual meeting, Gripper said: "Since our last annual meeting, CSEA/AFSCME Local 1000's Metropolitan Region II's regional leadership, local officials and members have accomplished much. And we've mapped out plans to do even more in the future."

"For the first time, each local president in Region II was recommended and appointed to serve on a statewide committee. . .

"The past year has marked a new beginning for Region II. This year we built stronger locals and a regional structure on a strong foundation of trade unionism."

When leading off the grievance training, Williams said: "Education creates options. When we are free to know and understand different options, we are free to choose the best option."

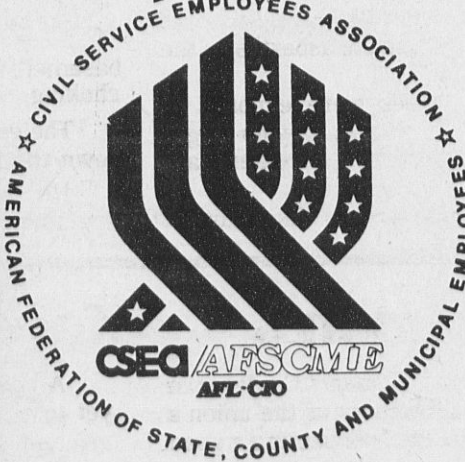
Carlson and Fantazzo spoke on the OSHA and Toxic Substance acts, two New York State laws which take effect next year which will improve the occupational health and safety of public employees.

Helping organize the workshop was the Region II Education Committee of Chairman Keith Edwards, Mary Edwards, Susan Techky, Carlos Rivera, Deloris Gibson and John Gold.

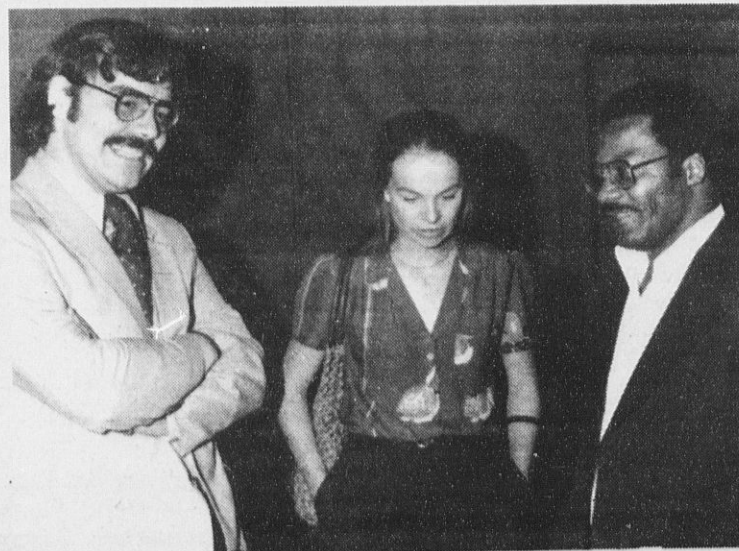


HELPING ORGANIZE THE Region II leadership workshop is the regional Education Committee including, from left, Susan Techky, Staten Island Developmental Center Local 429; Carlos Rivera, Brooklyn Developmental Center Local 447; Chairman Keith Edwards, Manhattan Developmental Center Local 443; Delores Gibson, Basic Research Local 438; Shirley Kreisberg, Creedmoor Psychiatric Center Local 406, for credentials; and Mary Edwards, Local 406.

Metro Region



ATTENDING THE REGION II leadership workshop are the region's second and third vice presidents, respectively, Frances DuBose and Willie Raye.



DISCUSSING THE CSEA Employee Assistance Program (EAP), (left), are Arne Wipfler of EAP flanked by CSEA Field Representative Al Sundmark, left, and Region II Director George Bispham.



FOLLOWING THE PROCEEDINGS at the Region II leadership workshop are, from left, Region II Director George Bispham and First Vice President Felton King.



70th Annual Meeting

Niagara Falls September 28-October 3

Union will mount big campaign drive in NY for Carter

NIAGARA FALLS — CSEA, in conjunction with other AFSCME organizations in New York state, will be involved in a campaign to help President Jimmy Carter win New York's electoral votes in November.

The campaign to mobilize the support of CSEA members and other AFSCME members behind the election of Mr. Carter was announced at the CSEA 70th annual delegates meeting by CSEA Legislative and Political Action Director Bernard Ryan.

Ryan said CSEA would be divided into two parts with CSEA handling one part and AFSCME District Council 37 handling the other part.

The job of reaching CSEA members in New York City and Nassau, Suffolk, Westchester and Rockland counties will be led by DC 37's Victor Gotbaum and Norman Adler, Ryan said.

He said CSEA would have the job of reaching the CSEA members north of Rockland County.

All CSEA members would be reached by both mail and by telephone in an effort to turn out the union's vote for Mr. Carter, Ryan said.

"We want to let all the members know what we are doing and why we are doing it" regarding the endorsement of Mr. Carter, he said.

Ryan said many volunteers would be needed. He urged all locals to utilize their political action committees to seek volunteers for the campaign.

He emphasized the theme of the delegates meeting was "Your vote counts," and urged CSEA members to approach the presidential election with "blinders on," basing their vote on issues of critical importance to public employees and not on abortion, SALT II, gun control, etc.

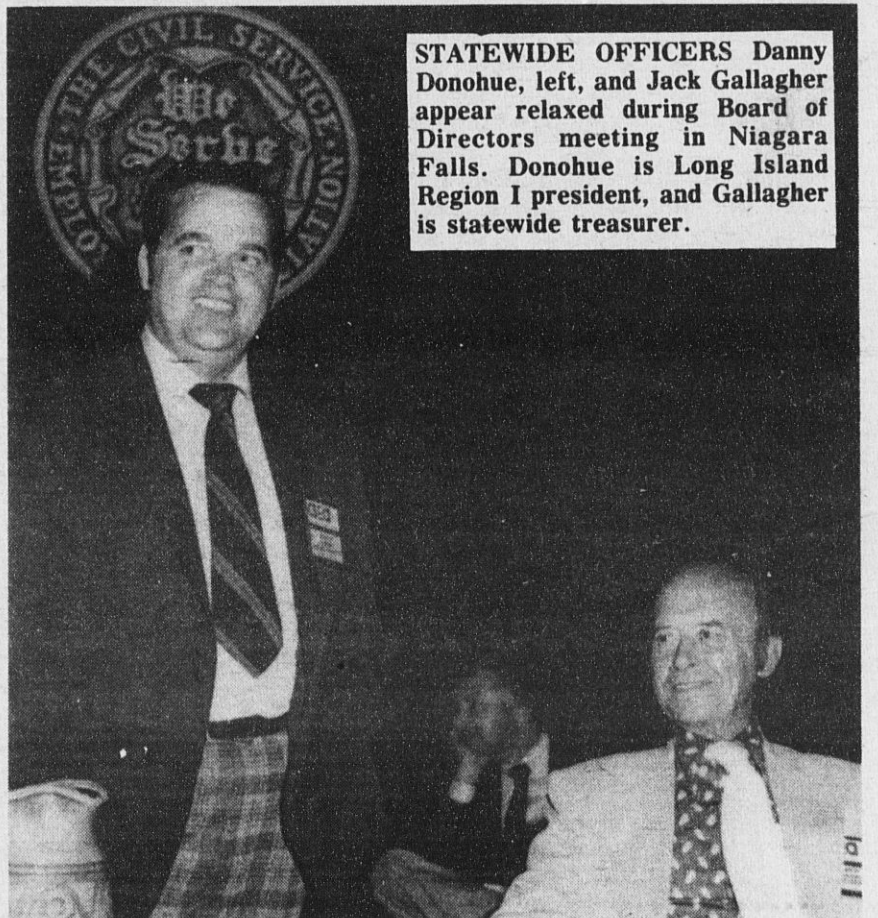
One issue of critical importance to all public employees — the right to organize for collective bargaining — is opposed by Ronald Reagan, members of the statewide Legislative and Political Action committee pointed out.



CSEA PRESIDENT William L. McGowan presided over Board of Directors meeting which opened the union's annual meeting in Niagara Falls.



CONFERRING are these two Board of Directors members from Central Region V. At left is Richard J. Grieco, representing Jefferson County Local 823, and at right is CSEA Central Region President James Moore.



STATEWIDE OFFICERS Danny Donohue, left, and Jack Gallagher appear relaxed during Board of Directors meeting in Niagara Falls. Donohue is Long Island Region I president, and Gallagher is statewide treasurer.

Scholarship fund honors Irv

NIAGARA FALLS — The CSEA Board of Directors voted to rename the CSEA scholarship fund in honor of the late Long Island Region I President Irving Flaumenbaum.

The motion to rename the fund was made by Region I President Danny Donohue at the meeting of the board just prior to the opening of the CSEA Annual Delegates Meeting on Sept. 27.

The board also voted to add Mr. Flaumenbaum's name to the union's memorial plaque.

The board, acting on a motion by State Judiciary Representative Thomas Jefferson, voted for the union to initiate legal action against the Office of Court Administration (OCA) to force the payment of retroactive pay owed court employees in accordance with the CSEA-State judiciary contract.

Jefferson said OCA has only paid its employees part of the retroactive pay due them back to the first half of 1979.

The board also voted to require CSEA delegates to receive a copy of any tentative agreement on affiliation with AFSCME at least two weeks prior to a delegates meeting to consider the agreement.

Also approved by the board was the establishment of a committee to study the feasibility of the CSEA Employee Benefit Fund taking over all insurance programs.