

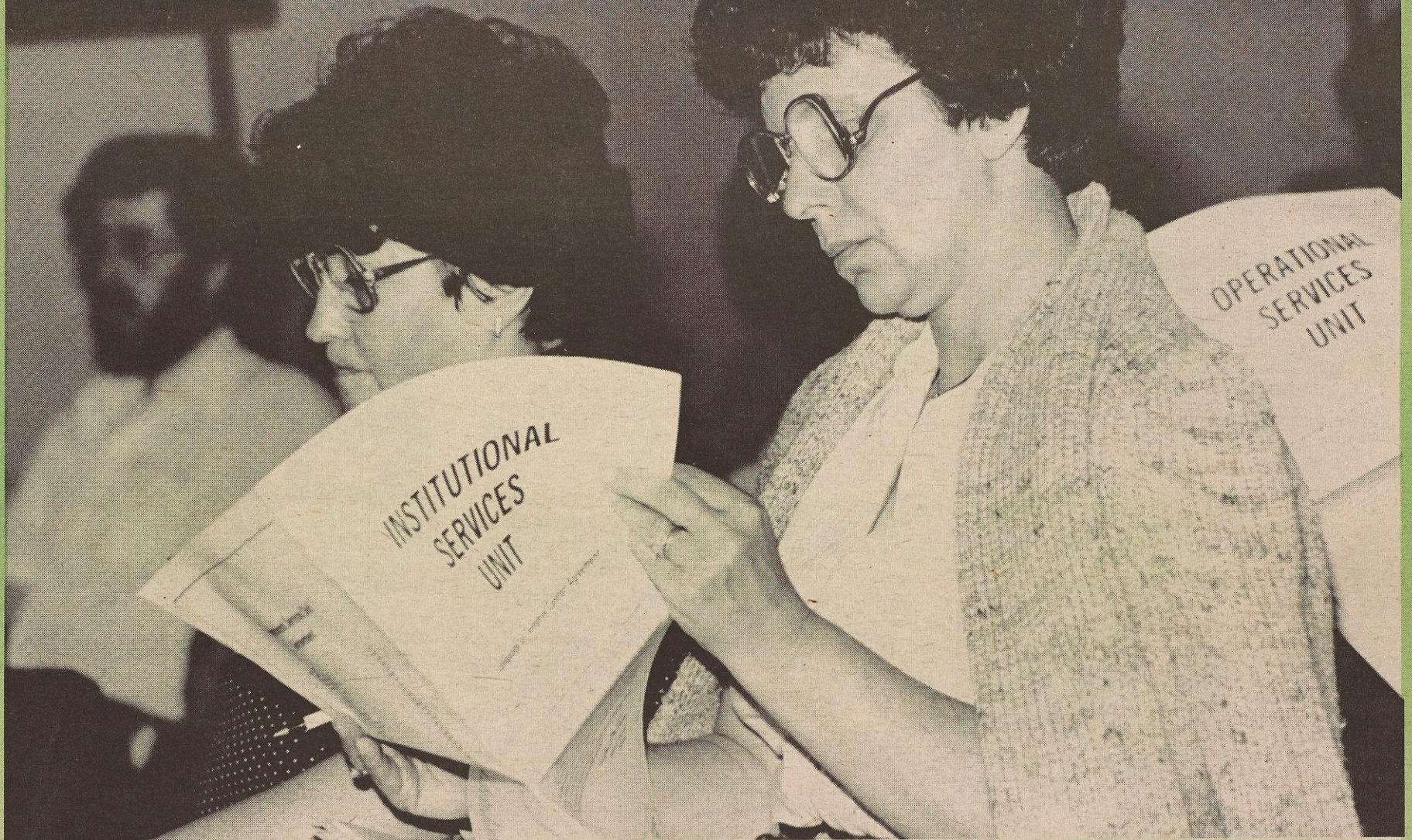
the Public SECTOR

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

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State contracts voting in progress



CONTRACT RATIFICATION balloting is in progress for CSEA members in the state Institutional, Operational and Administrative Services Units. Tens of thousands of members are expected to vote on the tentative CSEA/State contracts by the time the May 13 deadline for voting arrives.

Several informational meetings on the tentative contracts were held across the state in late April. These members are studying tentative contract language at an informational meeting held in Rochester.

Ratification deadline May 13

Official ballots for the ratification vote on the tentative CSEA/State contracts were mailed April 26.

The ballots are color coded.

*Administrative services ballots are green.

*Operational services unit ballots are blue.

*Institutional services unit ballots are pink.

Ballots will be sorted and counted by color. May 13 is the deadline to return ballots.

Note: The heading on some Administrative Services Unit ballots is incorrect. But since the ballots are sorted and counted by color, it will be counted correctly.

A&H premiums drop; indemnity benefit to rise

ALBANY—CSEA President William L. McGowan has good news for 47,000 members who participate in union-sponsored voluntary accident and health insurance programs. Monthly premiums will go down 5 percent effective July 1. At the same time, the "hospital confinement indemnity" will go up 50 percent.

The indemnity is paid when a policyholder is hospitalized. It is currently half the monthly disability benefit. The increase, pending filing with

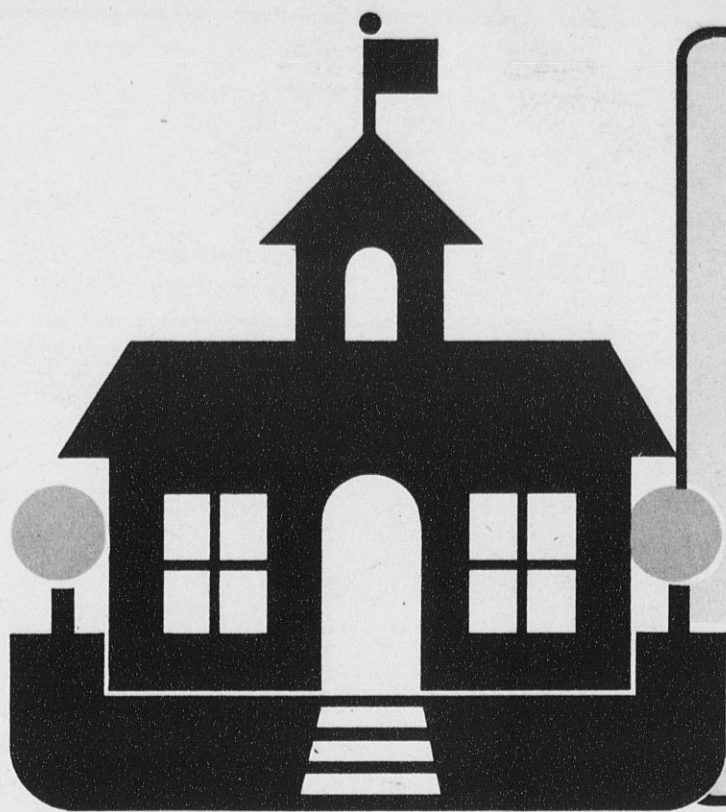
the state Insurance Department, would make it equal to the disability benefit for each day confined to a hospital.

McGowan attributes the decrease in premiums and increase in benefits to "an improved experience rating for the plan over the past year."

CSEA has offered accident and health insurance since 1936. It paid \$6.5 million in claims during the past year.

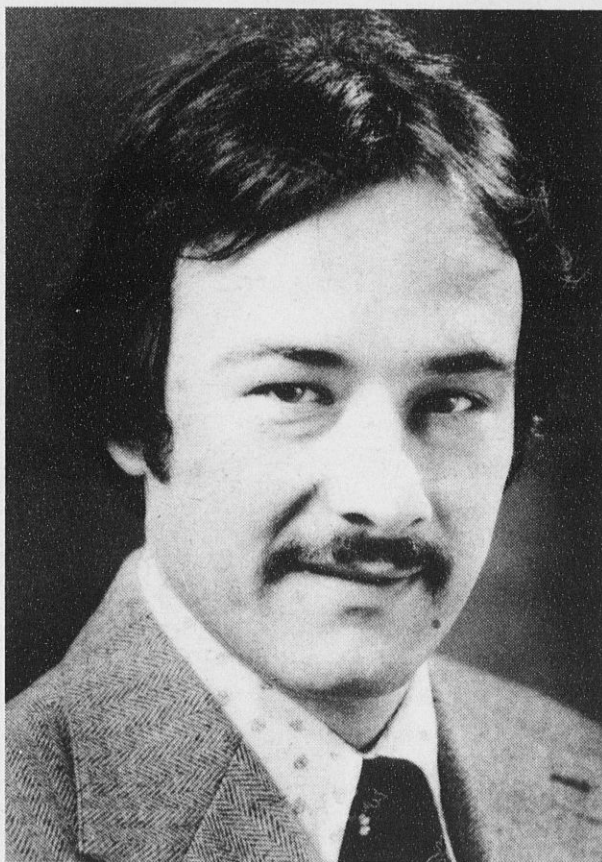
CANDIDATES FOR STATEWIDE OFFICES SPEAK OUT ON THE CAMPAIGN ISSUES

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SCHOOL DISTRICT EMPLOYEES:

Time running out to exercise your early retirement option proposal



By Lawrence R. Scanlon
Coordinator of School District Affairs

EARLY RETIREMENT OPTION

Legislation signed by Governor Cuomo on August 1, 1984 (chapter 665 of the Laws of 1984) enables school districts, as employers participating in the New York State Retirement Systems, to elect to provide an early retirement option for certain employees.

However, time is running out. This option must be exercised by Dec. 31, 1985 in order that eligible employees may take advantage of the early retirement option.

WHAT IS AN EARLY RETIREMENT OPTION?

The early retirement option is a program designed to provide an additional three years of service to increase the employees' retirement formula benefits.

WHO IS ELIGIBLE

Employees of electing participating employers are eligible if they:

1. Are in paid service on June 1, 1984.
2. Have been continually in paid services on June 1, 1984 to commencement date.
3. Are otherwise eligible:
 - a. Tier I: members age 55 and over;
 - b. Tier II: members age 62 full benefits; Members age 55 to 61 reduced benefits with five

- years of full-time service credits after July 1, 1973;
- c. Tier III: members age 62 or over with 10 years of credited services, with at least five years credited service since last joining system.
4. File an application during the "open period". (Note: service retirement application must be on file at least 30 days before it is effective).
5. Will be age 55 on or before the effective date of retirement.
6. Do not reenter the Retirement System within two years of receiving the early retirement option; otherwise the option must be forfeited.

HOW DOES THE EMPLOYER ELECT TO PARTICIPATE IN THE EMPLOYEES' RETIREMENT SYSTEM?

1. The employer should request an estimate from the applicable retirement system. The estimate will contain the number of potential eligibles as well as the potential cost of the program. The employer may receive this estimate from the Employer Service Bureau, New York State Employees' Retirement system, Alfred E. Smith Office Building, Albany, NY 12244, telephone (518) 474-1080.
2. Adopt a local Board of Education resolution electing to participate in the plan.
3. The election must apply to all eligible employees.
4. The resolution must define "commencement date" to occur after 9/1/84 such that the 50-90 day open period does not extend beyond Dec. 31, 1986. The commencement date must occur within one year of the adoption of the resolution by the Board of Education.
5. The open period must be no less than 50 and no more than 90 days.
6. The resolution must include a certification of election by employees if there is a locally collectively bargained retirement incentive in the labor contract.

WHO PAYS?

The cost may be paid only by employers who elect the option based on a five year amortization period.

WHY SHOULD THE EMPLOYER WANT TO ELECT THE EARLY RETIREMENT OPTION?

The legislation suggests that the employer may achieve money savings as the result of the retirement of older employees who may be replaced by newer employees at a cost savings (or not replaced at all). It may promote reinvigoration of the work force and be considered as a reward for the long-term employees' faithful service to the employer.

**Many already
choosing to
retire early.
See page 3**

IF THE EMPLOYER ELECTS THE EARLY RETIREMENT OPTION, WHAT SHOULD I DO?

1. Contact the New York State Employees' Retirement System to receive an estimate of your retirement benefits. They may be contacted by writing the Membership Service Section, New York State Employees' Retirement System, Alfred E. Smith Office Building, Albany, NY 12244 or by telephone (518) 474-7736.
2. Contact the local social security office to determine your benefit levels.
3. Contact the CSEA-approved Jardine's Retirement Counseling Program at 800-342-6272 or 518-381-1600.
4. Compare your local labor contract early retirement option, if one exists, with benefits to be provided by the state program to see which is more beneficial for you.
5. Contact your local school district personnel office to determine other benefit levels such as health insurance coverages for retirees, etc.

WHAT IF THE EMPLOYER DOES NOT WANT TO ELECT THE EARLY RETIREMENT OPTION?

Remember, Dec. 31, 1985 is the magic date. The employer must elect the early retirement option by this date or the program will not be available to you.

If the CSEA bargaining unit sincerely desire the implementation of this program, we need to know about it. The appropriate CSEA Regional Office must be contacted so that we may use the resources of our Political Action Department to persuade your employer to elect the program.

CSEA's Legislative and Political Action Department was successful in lobbying the State Legislators to pass the necessary legislation to make the program available. We can use the same "clout" on local school boards to persuade them to elect into the program.

Dec. 31, 1985 is rapidly approaching. If we are to achieve a successful implementation of the Early Retirement Option, we need your cooperation.

Union-backed program making it possible to retire before the autumn years



Oswego County workers can sign up starting June 1

OSWEGO—An early retirement incentive plan will be offered to Oswego County employees during a 90-day "window" period this year, according to a local law adopted recently by the Oswego County Legislature.

The program provides an additional three years of retirement credit for any eligible county employees who choose to retire within the 90-day open period from June 1 to Aug. 31, 1985.

According to Bill Reed, president of the Oswego County White Collar Unit of CSEA Local 838, many county employees think the early retirement option is a "terrific idea".

"It's a good program for a number of reasons," Reed said. "First, and most important, it will benefit the long term employees who are thinking of retirement. It will benefit the county. And it most certainly will present some advancement opportunities for other county employees who are interested in moving up the career ladder."

Whether the new retirement program was helped by the "push" of an employees' petition presented to the county legislature several months ago is uncertain, but the plan now has the combined approval of the legislature, management and CSEA.

Deputy County Administrator, Carolyn Rush, said she does not feel that the program will provide a "windfall of savings to the county," but added she does not anticipate it to cost the county anything either.

"Hopefully, what we will gain is the opportunity to make some changes," Rush said.

Based upon figures compiled by Oswego County, 69 employees are eligible for the incentive program, with the highest numbers in the Highway and Solid Waste Department and the Department of Social Services. A large percentage of employees in those departments have expressed favorable interest in the new retirement program.

Upwards of 250 may apply under Orange County plan

GOSHEN—An early retirement incentive program recently adopted for public employees in Orange County could affect as many as 250 people, according to CSEA Orange County Unit President Kay Cayton.

The Orange County legislature adopted the early retirement resolution on April 12. The program was passed following vigorous lobbying efforts by CSEA.

The Orange County program provided each local government and school district the option to choosing whether or not to offer early retirement to its employees. For those local governments and school districts which elect to offer the program, the open enrollment period will be between June 2 and Sept. 2.

The early retirement option gives those employees who are eligible the choice of retiring early and receiving three additional years of retirement credit.

CSEA Region III Field Representative Felice "Flip" Amodio said he is pleased the county passed the option resolution since "it gives employees who have worked for many year a 'thank you' and recognition for those years of service."

Amodio said he believes the county would gain as much as \$6 million in savings from the program over the next five years. "The majority of the eligible employees are at maximum salary right now. New employees will be hired at lower salaries and will be paying part of their retirement costs," he explained.

Unit President Cayton said she expects a majority of those eligible will take advantage of the early retirement plan.



ANDY POLIZZI, right, president of the Marlboro School District Unit (Ulster County), is wished well by School District Superintendent James Silvestri on his recent decision to retire. The school district joined others in Region III, including the Goshen and Rondout Valley School Districts and the Villages of Haverstraw and Spring Valley, who have adopted the Early Retirement Incentive Program. Silvestri says the incentive program not only saves the school district money, but "is a way to say thank you to valued employees". Joining Silvestri and Polizzi is Region III Political Action Coordinator Doris Mason, who says she'll be happy to help CSEA members lobby for the retirement option in their own local government districts in Region III.

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Laid-off SIDC workers look for options at job fair . . .

STATEN ISLAND—"This may have been a step in the right direction but there have to be a lot more steps."

That was Region II President George Boncoraglio's cautious appraisal of a recent job fair at Staten Island Developmental Center. The program was scheduled to present career options to nearly 1,400 workers who will lose their jobs



OUT OF WORK—A group of MHTAs in the first wave of layoffs gathers information during a recent job fair at SIDC. While the program offered some employees real career options, CSEA officials said it was only a start for the some 1,400 who will lose their jobs.

due to the state's planned closing of the facility.

Particularly troubling to CSEA officials were the number of empty information tables at the event. Notably absent were representatives of the region's mental health facilities.

"OMH should have been there," says Boncoraglio. "One way or another, the SIDC layoffs are going to affect their facilities and it would be better for everyone involved if they tried to be somewhat cooperative."

SIDC Local 429 President Tyrone Daniels indicated, however, that the job fair did have some bright spots. "Our people need to know what opportunities may be out there and this was a start."

Daniels added that a number of SIDC workers received job offers on the spot. "I was particularly impressed by the support shown by Brooklyn Developmental Center. They hired 30 of our people."

While Boncoraglio agreed that there were encouraging signs, he emphasized that there has to be more follow-up. "This program helped some people, but there are hundreds of workers who still have to be placed and that's going to take time and continued effort."

. . . but there's 'not much available'

STATEN ISLAND—"I feel more sad than angry," claims Catherine Christie, one of the first mental health therapy aides to lose her job in the SIDC layoffs. "I've spent six years working with these children and you grow attached to them. I know I'm going to miss being with them."

Adds Daphne Leslie, another CSEA member who will lose her job at SIDC: "I loved my clients and I'm worried that wherever they go, the care won't be the same. Most of the kids we worked with are non-active and require special treatment. We always took the time, even if it took an hour to feed just one of them."

Like other members hit in the first round of layoffs, Christie and Leslie say their whole lives are up in the air. Both say they would like to stay in state service but aren't sure they will have that option. "Right now we need a job," says Christie. "But we see nothing available."

Christie and Leslie indicate that whatever happens, they will try to continue work with the retarded. They say the rewards of love are more than money can buy and something the state can't take away.

Car insurance info now just a phone call away

ALBANY—CSEA is initiating an experimental program to help members cut through the paperwork and get car insurance. Starting May 6, you can call a convenient toll-free number that gives you easy access to an auto insurance counsellor.

Getting facts on coverage and costs is often a grueling process. Market values differ depending on a car's make, model and year. Drivers' ages vary. And

there are close to a dozen kinds of coverage that might be required.

Enter the computer.

Now, with just a phone call, a CSEA member can talk directly to an insurance counsellor who will ask all the necessary questions. The counsellor will enter the data into the computer within the hour. And within 48 hours you will receive a printout in the mail

that tells everything you need to know.

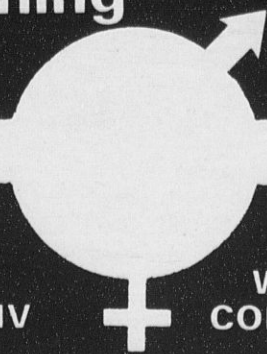
The service is being initiated on a trial basis for the next two months by Jardine Insurance Brokers Inc. Response will determine if it continues.

The toll-free telephone number to call is 1-800-462-2636 or 1-800-342-6272.

Calling hours are 5 p.m. to 7 p.m. Mondays through Thursdays.

Unveiling secrecy of a national disgrace

Reaching Out



CSEA Region IV

WOMEN'S COMMITTEE

By Daniel X. Campbell

CSEA Communications Associate

LAKE GEORGE—Shhhh. It's a secret.

A dirty secret, really, which many families share.

It's wife and/or child battering, and many think it's a national epidemic which the laws and courts have yet to admit even exists.

"The love taps of courtship quickly become the stinging slaps and bruising punches of marriage. By

the time the woman realizes that she and her children are the victims of batterings, it's usually too late. It has become a way of life." That was the sombering message from a pair of experts in the field before a hushed audience at the recent CSEA Region IV Women's Committee workshop here.

Marcy Kolchinsky, community resource developer, and Jo-Ann Mullens, community service coordinator, from the Services to Families in Violence program at the Schenectady YWCA, said "wife battering is the least publicized crime in society. It goes on almost unnoticed, almost unchecked and is passed on from generation to generation, from family to family."

"Battered women exist on every level of society," Kolchinsky said. "They are the wives of powerful U.S. senators, the wives of wealthy corporate executives, as well as the wives of auto makers and welfare recipients. Battered women are our mothers, sisters, daughters, daughters-in-laws and even ourselves."

Mullens said, "When we speak of the battered family, the word 'family' takes on a whole new meaning. It no longer means a warm, secure place of well-being. It becomes like the negative of a color photo. All color, all warmth is lost. Smiles become reptilian. The negative reveals a cold, hidden, brutal reality."

Both speakers noted, however, that society is slowly changing. And they spoke of the success of their own safe house operation, called Mary Hill House. "We can hold 18 battered women," Mullens said. "It's not enough, but it's a beginning."

Mullens noted that on one occasion the house was filled with two former wives, three girlfriends and 15 children of one batterer.

Both said a woman faces major problems when she seeks to gain her freedom. "Right now, everything is stacked against the woman," according to Kolchinsky. "If she calls the police, the officers, male or female, will most likely urge her to stop fighting and return to her husband. If she does press charges, the court will almost automatically let the man back out on the streets on his own recognizance in a matter of hours."

This situation, the speakers emphasized, means that the man who commits the crime is in control of the situation. "Remember, he has control of the house, control of the money, almost control of what society will think."

The two urged labor leaders to join in helping change the situation facing battered women and children. "We have to educate society that this idea that it is right and proper to beat your wife, your girlfriend, your child, is wrong. We have to change the laws and the attitude of the courts so that battered women and children will be given protection by society itself and not isolated as if they were the guilty ones."



SCHENECTADY YWCA BATTERED WOMEN SHELTER

for you & your children.

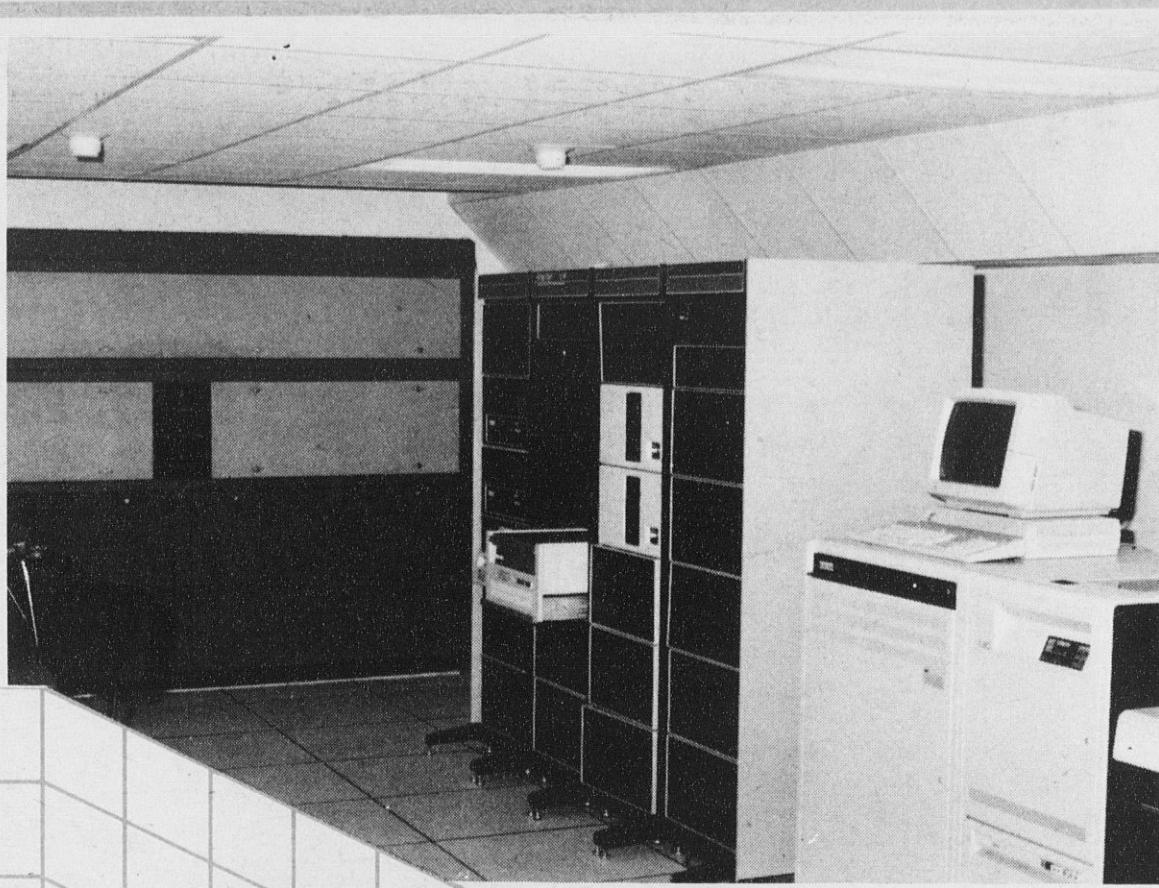
It's only a phone call away.

24 hour hotline
374-3394

"The reaction to this workshop has been so tremendous that we are planning to hold it again in three locations during the next few months," Region IV Women's Committee Chairman Ellen Diange said following the presentation on battered women and children.

She said presentations dealing with the topic of battered women and self defense techniques will be held in the Clinton and Essex Counties area, the Glens Falls and Saratoga area, and the Albany, Schenectady and Troy area in coming months.

"People at the Lake George session are telling everybody about the program. It is depressing, emotionally draining and numbing, but it is also revealing and inspiring. And that's what we have to do to end this silent crime. We have to educate society and hopefully work together to end it," she said.



Contracting-in at SUNY takes byte out of cost of new computer room

OSWEGO—New York state legislators looking for innovative ways to stretch state university budget dollars could take a lesson from the building trades team on the campus of SUNY Oswego.

The workforce of 40 building tradesmen—all SUNY employees—will have saved the state an estimated \$250,000 in material and labor by the time it completes construction of new computer science classrooms and a terminal “brain” room. And that savings is a conservative estimate.

Dale Dusharm, president of CSEA Local 611 at SUNY Oswego which represents the workers, says the in-house project not only saved the state a large sum of money over what a private contractor would have charged, but since it will be completed on schedule it also saved time.

And because it was a “labor of love” for SUNY workers, says Dusharm, the result has turned out to be a “work of art.”

The project involved campus carpenters, electricians, plumbers, heating and refrigeration specialists and other laborers. The first phase of the project, completed in April, just four months after it began, saved some \$63,000. Combining costs of materials and man hours for the same job in the private sector, it is believed that if the job had been contracted out the bill would have been as high as \$200,000. Considering the project is half complete, a savings of an additional \$137,000 or more is possible when workers finish phase two sometime in August.

COMPUTING SAVINGS—Pictured counterclockwise from top left: Lynn Borland, left, and Jim Zeigler check the lighting; the main terminal room; from left, Local 611 President Dale Dusharm, Borland and Zeigler discuss floor plans for construction of another computer room in the second phase of the project.

Dusharm said that the idea for expanded computer facilities that would be available to students and faculty on a 24-hour basis had been around “for quite some time.”

“The project got underway when the head of the Computer Science Department approached Frank Mazzoli, director of the Physical Plant, with suggested plans. It was Mazzoli who decided to proceed with the job using ‘in-house’ tradesmen and materials purchased through the bid process,” explains Dusharm.

The computer room, already in use, offers state-of-the-art equipment that features adjustable monitor tables, individual work cubicles and lighting for private study. When the second phase is complete, it will make available another classroom with 30 to 40 computers.

Dusharm said a “special salute” should go to Jim Zeigler, chief carpenter, and Lynn Borland, building trades supervisor, “for the way they stayed on top of the project.”

Borland also had kudos for workers on the project.

“I want to say we are extremely proud of this job. We knew we had the professional know-how if given the opportunity. The finished product and our final cost figures bear out the fact that state employees save the state money — lots of it. And we hope we have opened a door to similar in-house projects by state employees,” said Borland.

MAMARONECK SCHOOL DISTRICT

'I'll believe it when I see it,' unit leader says of reports that foot dragging finally over on garage repairs

- MAMARONECK—Following two-years of wrangling with the state and pressure from CSEA, Mamaroneck School District officials have indicated that they will finally begin repairs to the bus garage. But CSEA Unit President Paul Fortuna remains skeptical, and understandably so.

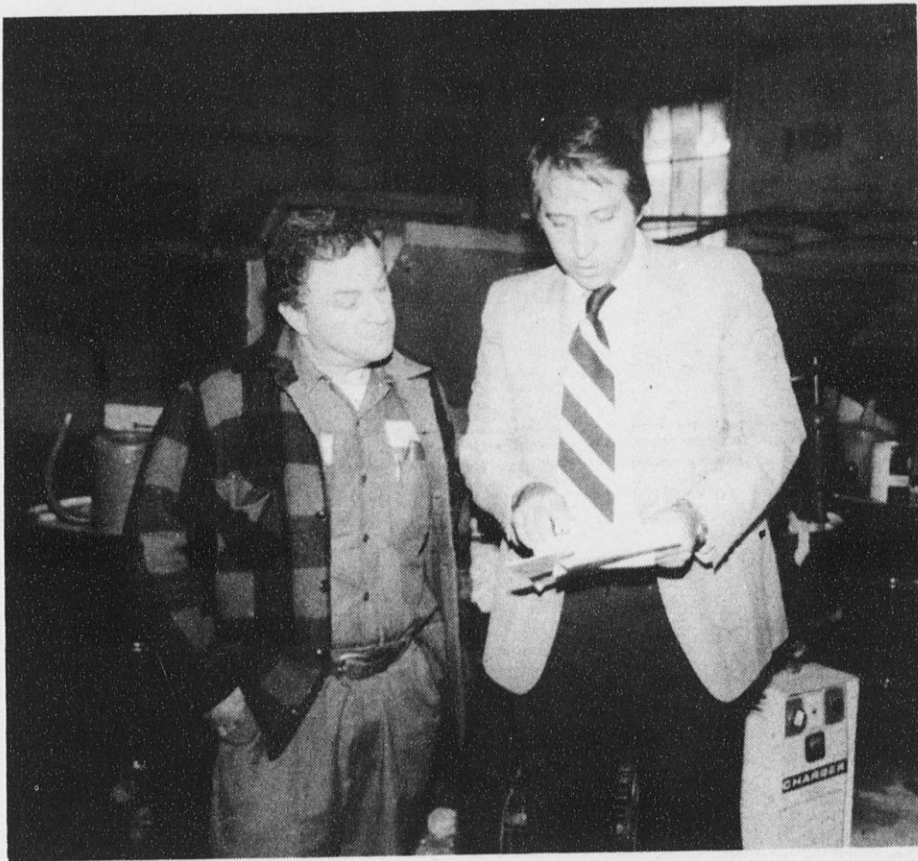
According to CSEA Region III Field Representative Larry Sparber, school district officials requested funds from the state Education Department but were told that many of the maintenance and repair costs were not eligible for reimbursement. In fact, of more than \$150,000 requested, only 75 percent of \$25,000 was considered eligible for funding.

CSEA Region III Health and Safety Specialist Linda Siccardi explained that routine maintenance, such as repairs to the roof, walls and doors, must be paid for by the school district. Projects such as electrical wiring, railing for a vehicle service pit and ventilation fans are eligible.

School District officials dragged their feet for more than two years in hopes of obtaining more funding, the union charges.

Meanwhile, CSEA members were forced to work in an unheated, poorly ventilated garage with one common bathroom, a leaking roof, exposed wiring and inadequate exits. Many of the problems stemmed from lack of maintenance by the school district. "The law requires compliance whether they get their funding or not," Siccardi remarked.

According to Fortuna, school district officials have sent an architect into the garage to assess the project and have promised to do the necessary work. Fortuna is wary. "I'll believe it when I see it," he commented.



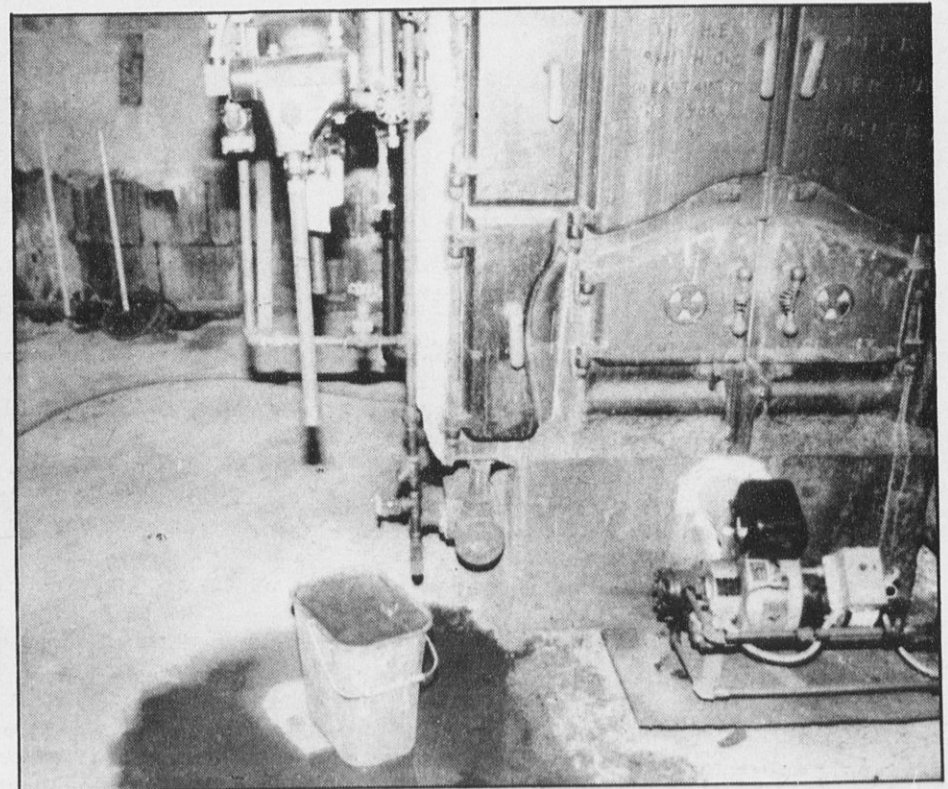
UNIT PRESIDENT PAUL FORTUNA and Region III Field Representative Larry Sparber look over a report which was compiled by the Department of Labor following an inspection of the Mamaroneck Bus Garage.



THE COST OF A RAILING for this vehicle service pit is re-imbursable by the state, according to Region III Health and Safety Specialist Linda Siccardi.



REMOVAL OF THESE LIQUID WASTES from the Mamaroneck School bus garage is required according to a Department of Labor inspector who was called in by CSEA two years ago.



COST OF REPAIRS TO THIS BOILER ROOM floor must be footed by the school district.

Brentwood unit OK's 3-year pact containing many gains

BRENTWOOD—Five months of negotiations ended recently when the Brentwood Teacher Aides CSEA bargaining unit ratified a three-year contract.

Walter Weeks, president of Suffolk Educational Local 870, and Marilyn Mahler, president of the Brentwood Education Unit and the fourth vice president of Local 870, are both "ecstatic" about the new contract.

The agreement includes a 6 percent increase, plus a 2.5 percent increment each year, as well as two additional holidays, one in the first year and one in the third.

The contract, which will become effective July 1, 1985, provides a salary schedule for health aides which gives them a 3 percent differential on top of the raise. Also, a tenth step will be added to the salary schedule in the third year.

The Employee Benefit Fund, which previously offered vision care to members working four hours or more, will now be available to members working three hours or more. And, the Brentwood School District will begin picking up the cost for teacher assistant certification.

Under the new contract, the monitors, teacher aides and teacher assistants will be entitled to misconduct hearings prior to termination. Also, there will be a new job posting procedure which will offer additional hours of work to in-house members, on a seniority basis, before offering these hours to nonmembers.

"I feel that the negotiating team did a superb job in getting us a good package that was certainly worth ratifying!" Marilyn Mahler said. The negotiating team consisted of Teresa Stango, Margaret Riley, Doris Cain, Marilyn Mahler and Field representative Jim Walters.

REMINDER FOR STATE CSEA MEMBERS:

**MAY 13 IS DEADLINE
FOR RETURNING YOUR
CONTRACT BALLOT**

VOTE

Appointments under 'zone scoring' is challenged by CSEA

ALBANY—The legality of a back door approach to making Civil Service appointments called "zone scoring" is being challenged by CSEA.

"Zone scoring" is the practice of lumping together test scores in the same range so that the state can choose from a wide field of candidates than the traditional top three.

CSEA attorney John Mineaux explains that in one case "zone scoring" made it possible for the state to choose from a field of over 1,700 contenders. CSEA argued the practice "dilutes competitiveness and the appointment process to the detriment of the employees, of the state and of the public."

The union filed a lawsuit in state Supreme Court arguing that "zone scoring" was "in and of itself" a violation of the state Constitution. Mineaux adds that the Civil Service Commission "sought to dismiss this action on the grounds that President William L. McGowan and CSEA were without standing to bring the suit since they were not personally injured by the use of zone scores."

Justice John H. Pennock rejected the argument. He said McGowan and CSEA did have the right to raise the issue. The case will now go to trial.

Fair Labor Standard is granted by court

In a sweeping reversal of its own position in a previous case, the U.S. Supreme Court has held that public employees must be included under the protections of the Fair Labor Standards Act (FLSA) just like other workers in private industry and the federal government.

That decision means that, with very few exceptions, the workers must be paid no less than \$3.35 per hour and time and one half for all hours worked over forty during one work week.

When the Fair Labor Standards Act was first enacted in 1938, state and local government employees were specifically excluded. In 1974 the Act was amended to add coverage for public agencies, but the Supreme court declared the expansion unconstitutional and the change was never implemented.

Now, the Supreme Court has reversed its former position and stated that the coverage of the Fair Labor Standards Act for state and local governmental employees is, indeed, constitutional. There are, however, a number of major and minor exceptions to the general rules concerning wages and overtime. Because of the complicated provisions, AFSCME officials in Washington are meeting with representatives of the federal Department of Labor to clarify all details.



REGION V PAC — CSEA Region V Political Action Chairperson Dorothy Penner, second from left, and Assemblyman Michael J. Bragman of the 118th District look over the program agenda for a recent CSEA Central Region legislative seminar held in Liverpool. Flanking them are CSEA Region V President James J. Moore, left, and CSEA Director of Legislative and Political Action Tom Haley, right. More than 80 regional and statewide officers and local representatives attended the seminar.

CANDIDATES FOR CSEA PRESIDENT



**Raymond J.
O'CONNOR**

I am running for President of CSEA and these are the issues I raised:

1. Wages

McGowan was raised to \$88,000 per year plus \$12,000 from AFSCME; McDermott increased 48% to \$66,000 per year plus \$12,000 from AFSCME; Carr & Fauser were raised 46% to \$46,000 per year. State workers get a 4% raise.

2. Dues Increase

McGowan and McDermott have lost 60,000 members under their leadership. Budgets are running a deficit for the past two years due to this loss. A 4% raise and in the Fall a dues increase.

A dues increase because McGowan signed a secret retainer agreement with the law firm worth millions of dollars, with an unlimited, apparently unaudited expense account.

When I am elected, there will be no secret retainers, no unaudited expense account for lawyers, there will be lawyers who work for CSEA on salary with no outside interests.

3. The contract caps Comparable Worth at \$36,000,000. Washington State was ordered by Court to pay \$800,000,000 in comparable worth. A sell out, since it seems a lawsuit cannot be brought against New York State on an issue settled by Contract.

4. Medical Insurance

The McGowan Empire Plan doesn't exist, there are no participating doctors, no fee schedules, no premium rates, no more G.H.I., no more Statewide Plan. New York State claims this plan saves the State \$74,000,000. Members will have to pay premiums, increased deductibles, go to participating doctors and face pre-admission screening for surgery.

"Constructive Financing," says Gov. Cuomo, "Membership Ripoff," says Ray O'Connor.

County Employees and Retirees also will pay for this plan that 3 other unions wouldn't accept. The County Division wasn't consulted, the retirees weren't consulted—they just pay. When elected, I will protect our members medical benefits.

5. Equal Benefits for Equal Dues

Counties and school districts pay \$523, the State pays \$350, for the same benefits from the Employee Benefits Fund. Why? When elected everyone in CSEA will be eligible for the same benefits for the same money—CSEA will have a Benefits Fund not an Insurance Company marketing plans.

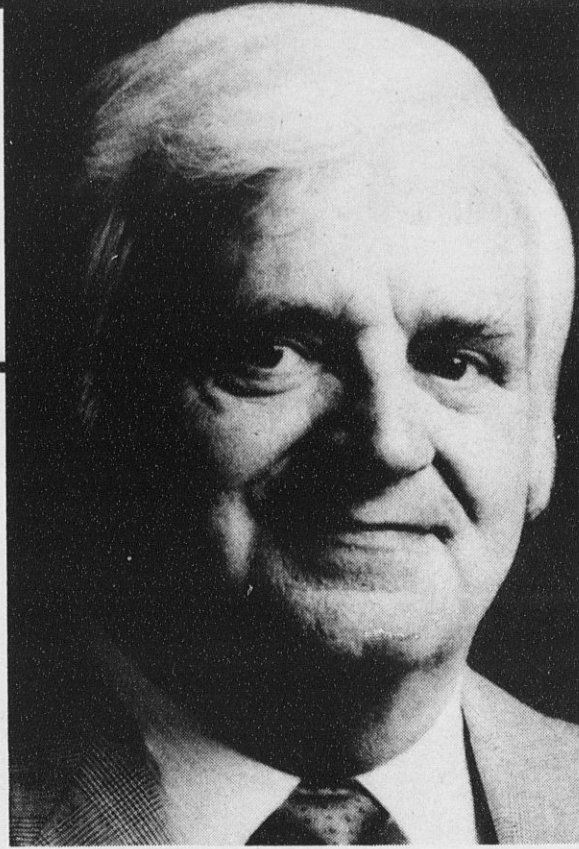
6. Contingency Action funds won't sit idle—the fund will finance media coverage, informational picketing and whatever else is needed to insure contract negotiations will be vigorously pursued in Counties, municipalities and school districts.

7. Political Action will return to local leadership and the grassroots membership.

8. Local autonomy will be encouraged. CSEA will service locals not intimidate them.

Ray O'Connor has been a union member since 1946, the past 15 years in CSEA. He has served as Probation Section Vice President, Unit President and Regional President. In 1980 he negotiated two 8.5% raises for Westchester County Employees, created the Westchester Benefit Fund, the Westchester Sick Leave Bank and increased vacation benefits.

Member of Constitution and By Laws Committee and Trustee of the Employee Benefits Fund 1981-83, he holds a Master of Social Work degree and is a New York State Certified Social Worker.



**William L.
McGOWAN**

I am asking for your support for another term as the President of your Union. There is a great deal of work that we have started to improve the Union's services to its members. I want to continue that work.

We have just completed negotiations with the State and come out with a contract that has no givebacks. We maintained our sick leave and vacation leave benefits, even though the State had targeted those for takebacks.

In addition this contract contains some historic firsts. For the first time the family of any worker killed on the job will receive a death benefit from the state in addition to any life insurance. Also for the first time money has been set aside to correct pay inequities caused by discrimination or improper classification.

We are also working hard to improve services to our local government members. One of the biggest problems we face in local government is membership apathy. I have directed our Department of Organizing to concentrate on boosting our local government membership.

The only way the Union can be effective in negotiating contracts and providing services is if we have a united and interested membership. That is why I am putting a priority on increasing the number of members in our local government units.

Having been a shop steward and local president, I know what its like when you need help from the Union and its not there. We are working to make sure the help will be there.

We have instituted a survey of our local government union leaders to find out what services you need and want the most. We will use this information to target our staff services so that you get the service you need.

CSEA is a very large organization, providing services to a lot of different workers. We need to improve in some areas, and you know it and I know it. We are working to make those improvements. But, if you look at the record I think you will find that CSEA is a leader in the labor movement.

We have taken the lead in workplace safety. Since we led the fight for the public sector occupational safety law in 1980 to the present CSEA has done more than any other organization to keep our members safe at work.

Whether the workplace is an office with VDTs or a construction site, CSEA is working to make sure it is the safest it can be.

CSEA is leading the fight to eliminate sex-based wage discrimination. Our pay equity projects, in both state and local government, are being watched as models by the rest of the country.

I am asking for your vote so that I can continue the progress we have made together. I would also like to thank the thousands of members who have already signed my petitions to put my name on the ballot. I appreciate your support.

Whatever your choice, make sure you vote!

Raymond O'Connor

William L. McGowan

CANDIDATES FOR EXECUTIVE VICE PRESIDENT



**Joseph E.
McDERMOTT**

The Office of Executive Vice President is the second in command. It requires a person who isn't afraid of working long hours seven days a week, someone who is very familiar with CSEA perceptions and procedures. I have worked hard for two years to change the perception of the job from 'social ambassador' to fulltime working administrator.

I am proud to say that I joined CSEA on my first day on the job as a Grade 3 clerk in 1957. Since then I have served as a CSEA Delegate for 20 years, I have been active in two D.O.T. locals as a grievance rep, board member and three terms Local 687 President.

For five terms I served as President of Capital Region IV. In addition to being the incumbent Executive Vice President, I am currently serving my second term as an AFSCME International Vice President.

I am committed to a program of Activism, Foresight and Progress. I know our Union and I have never been afraid to propose new ideas, concepts and solutions to difficult problems. I am also not afraid to challenge archaic methods or concepts that have been proven unworkable. I believe it is important to work within the system and I believe that my endeavors have caused change for the better, not enough, but improvements and movement sorely needed to enhance our Union and its administration of our members' needs.

The job of second in command at CSEA is not something that someone can walk in off the street and do without a long learning process. I have been through that process. I promise to use my experience and knowledge of the job to continue working to make our Union better.

Currently, I serve as a Trustee of the Employee Benefit Fund, where I was able to spearhead the establishment of our Vision Care Program. I will continue to enhance the benefits available to all of our members through the Fund.

I also serve as the chair of CSEA's Sites/Offices Committee which oversees \$800,000 in annual expenditures for the Union's office housing needs statewide.

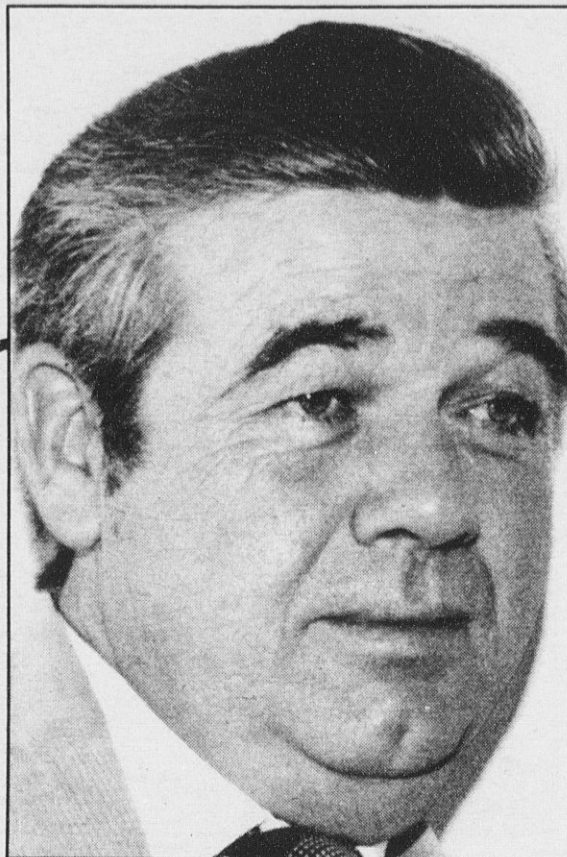
In addition to these duties I am the Vicechair of our Political Action Fund.

Outside of CSEA my time is spent with my wife and five children. I enjoy bowling and being active in the community. I have served on the United Way Board of Directors, as a member of the Cornell ILR Albany Area Committee for Advancement Studies for Women, a member of the Capital District NYSSILR Labor Advisory Committee. I am also a member of BPOE Lodge 2594.

I am a Korean War veteran, having served with the United States Marine Corps. After graduating from LaSalle Institute, Troy, I attended Indiana Technical College, Ft. Wayne, Indiana.

I am on Union leave from my job as an Assistant to the Director of Safety, N.Y.S.D.O.T.

I pledge that if re-elected I will work hard to keep our Union strong and improve service to our members.



**Jack
CASSIDY**

(Statement not received by submission deadline.)

Joseph E. McDermott

Jack Cassidy

CANDIDATES FOR CSEA TREASURER



**Barbara M.
FAUSER**

The last 2-3/4 years were very productive and rewarding as I was able to apply my purchasing and accounting experience of over 30 years and my experience as a Local and Region Officer into our day to day operations.

AS FIRST FULL-TIME STATEWIDE TREASURER 1982: Implemented more than 40 administrative changes; Cost saving measures; amendments benefiting Statewide, Regions, Locals and Units; Provided guidelines for Local/Unit Audit committees which became an addendum to the Financial Standards Code booklet; Provided collection procedures covering Judicial Board financial penalties imposed (restitution of Local funds.) Initiated regular correspondence between the Treasurer and the Board of Directors, Union Officers and the rank and file membership totaling approximately 9400 thus far.

Trained more than 700 Local/Unit/Section Treasurers. Provided follow-up procedures and now the majority of Locals file their financial reports on a more timely basis, thus enabling CSEA Inc. to rebate the Local Dues more expeditiously.

Furnished the first seminar on Local/Unit By-Laws at the October 1984 Convention as they relate to finances and other articles and wish to continue this concept.

Currently serve as consultant on the Audit, Budget and Convention Sites committees, as a trustee of the Political Action Fund and as a member of the CSEA Offices and Building Sites Committee.

CURRENT PROJECTS: Reviewing use of Treasurer's record keeping forms; compiling a comprehensive UNIT Treasurers listing for training and communicating purposes. Presently only Local treasurers listing available.

In addition to mandated treasurers training, also provide training for Audit and Budget committee Chairpersons. Expand our Central Purchasing department, which was finally created in 1984 and was a concept of mine in 1982 when I took office, to encompass not only purchasing stock supplies but equipment as well for all our facilities based on competitive bidding. A computerized equipment inventory control system will finally commence when CSEA moves into its new headquarters. Acquisition of the new building will eliminate outside office leasing costs in the future.

UNION INVOLVEMENT: A CSEA member since 1947. Actively involved since 1965. Local 315 President and chair of Local negotiating committee for 3 consecutive Labor agreements 1972-78.

AS REGION VI TREASURER 1975-82: Initiated training and assistance to Local and Unit Treasurers six years before it became mandatory Statewide in 1981. Persevered in providing Board of Directors minutes to all Local Presidents and Region officers. Prompted designing of Region accounting forms, Region/Local vouchers. Prompted and helped draft CSEA's Statewide Financial Standards Code 1981.

CONSTRUCTIVE OR NEW IDEAS, HOWEVER, ARE NOT ALWAYS EASILY ACCEPTED AND TO QUOTE WEBSTER "A POPULAR DECISION IS NOT ALWAYS THE RIGHT DECISION AND THE RIGHT DECISION IS NOT ALWAYS A POPULAR DECISION."

As the Incumbent Treasurer, I urge you to vote and ask your support by re-electing me so that I may continue to "MIND THE MINT" and to represent the members interests with the aggressive determination required as the Statewide Treasurer of CSEA.

Barbara M. Fauser



**John
FRANCISCO**

I seek the Office of Statewide Treasurer so that I can serve and represent you, our members. The Treasurer is the chief fiscal officer of CSEA and should be able to perform the duties of the position.

The Treasurer is responsible for the finances of CSEA and should see that money is spend wisely so that our members receive a dollar's worth of service for each dollar of dues. The Treasurer should be an active Statewide Officer, able to answer financial questions from the Board, the delegates and the members. The Treasurer should insure that the cost accounting system is able to provide the information needed to make decisions based on facts, not suppositions. If elected, I will do these things to the best of my ability.

The Treasurer is responsible for enforcing the financial policies established by the Board of Directors for regions, locals and units. However, the policies should be put into effect so as to cause as little disruption in service to the members as possible. Policies should be enforced in ways which foster a spirit of cooperation between the Treasurer's Office and the regions, locals and units.

I hold two degrees in business administration, including a Master of Business Administration. As a Senior Administrative Analyst with the New York State Thruway Authority, I develop ways to implement new programs and systems and have participated in Budget review for a number of years.

A brief listing of my CSEA experience is:

- President of Local 058 since 1977.
- Chair of six successful Thruway Negotiating Committees.
- Delegate from Local 058 since 1975.
- Region IV Political Action Chair since 1980.
- Representative to the State Executive Committee- Authorities since 1979.
- Member of Director's Personnel Committee since 1979.
- Member of Statewide Political Action Committee since 1980.
- Member of Statewide Constitution and Bylaws Committee 1979 thru 1982.

My job experience and education have developed the skills I need to do the job and my knowledge of CSEA gives me the ability to do the job. The Treasurer who is responsible for the finances of our Union should not only have a knowledge of accounting and finance, but also the ability to lead and direct. The Treasurer should not delegate this financial responsibility to staff.

In summation, if elected I pledge to run the Treasurer's Office and to speak during debate on what the fiscal impact of a motion will be so that the board members will know before they vote and to make myself available to provide assistance to locals and units. Also, I shall work as hard as I can to see that money is spent wisely so that dues increases can be kept to a minimum.

John Francisco

CANDIDATE FOR CSEA SECRETARY

**Irene Carr is unopposed
for statewide secretary**



**Irene
CARR**

Just a few months ago I asked for your support, and I now say to you nothing has changed. My pledge to you remains exactly the same—that I will work for you the membership of CSEA Inc. in any way that I can. The opportunity to serve you on a full time basis has allowed me to expand the responsibilities of the office I hold.

I answer my mail, I return your calls—I am accessible. I often refer to my office as a conduit. I never pretend to know all the answers but I can direct you to one of the many facets of the union where you can be provided with the answer.

My responsibility is listed in the Constitution as "custodian of the records." I assure you that they are in excellent order. Subject files are maintained of all resolutions mandated by the delegates and the Board of Directors. When you have a question, the record can be easily researched. Microfilming of the records is ongoing, and I look forward to even better methods when our new computer system is in place.

I am especially proud of the records concerning local and unit officers. CSEA sends out a great deal of valuable information on the activities of the union, and we must have the correct address for this information to reach the proper individuals. Through my emphasis on this, you all are cooperating in submitting changes, and this allows us to keep the records constantly updated.

Ongoing training and more involvement of the local secretaries in the activities of the locals and units has been a goal of mine. The minutes are the official record, and I stress their importance. In these times of anti-union climate, no component of our union can afford an officer who does not take part in the decision making process.

You are kept informed of actions taken by the Board of Directors through my summary published in *The Public Sector*. I have always made a commitment to keep you informed, and I shall continue with your support.

Issues that I have taken a stand on over the years— pay equity, daycare, VDT research and safety, have become part of the union program. Because of the recommendations of an excellent committee I worked with, our annual delegates meeting registration process allows for the initial introduction to this important meeting to be without frustration—thus allowing the whole meeting to "get off on the right foot."

Please give me your vote and the opportunity to continue to represent you.

Irene Carr

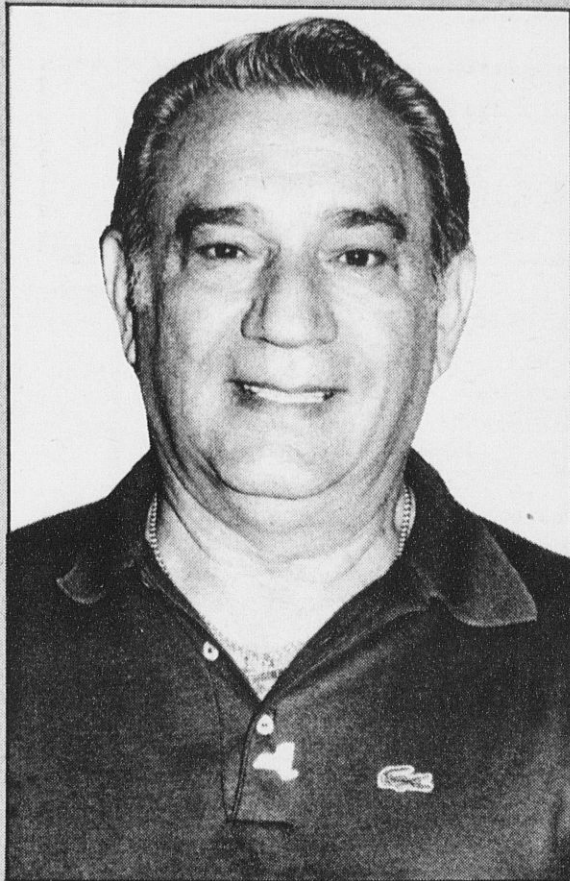
**Ballots will be mailed to
eligible voters May 15**

**Replace ballots may be
requested May 20**

**June 13, noon, is deadline
for return of ballots. The
results will be announced
the same day.**

VOTE

L.I. Transportation riding high on safety



LOU MANNELLINO: "We've proven that a safety program can work."

By Sheryl Carlin

CSEA Communications Associate

HAUPPAUGE—"I have to admit, not everyone was enthusiastic at the start," says Lou Mannellino, president of Transportation Local 508.

But members began changing their minds when they saw the results.

"Now we're number one," Mannellino said.

What happened is that after beefing up its safety program, the Long Island regional branch of the State Department of Transportation was able to cut accidents to an all-time low. And because of it, has walked away with the Commissioner's Safety Award for 1984.

The win is remarkable considering the local had the dubious distinction of being in last place just two years ago. Since then, the time lost as a result of injury was cut by almost one-half and personal injuries were reduced by one-third.

This didn't happen by chance. In December 1982, former Safety Officer of Local 508 Tommy Tighe was appointed to the position of regional safety representative for DOT.

"What really made us win was the fact that the labor and management joined hands. Everyone realized that there was a common goal—a safe working environment," said Tighe. "It was really nice to see, being an old union guy myself."

What kind of changes did Tighe make that made the difference? The DOT region had been in last place in safety for so long that Tighe says he had to start at the beginning.

"The first step was to improve relations between labor and management," he said. "Then a safety program was slowly implemented. The emphasis was on training—in the classroom, on-the-job, in the field."

Tighe noted that he got "a lot of guidance" from CSEA's health and safety department. "They trained me and I trained the supervisors in the local," he said.

Along with safety seminars, Tighe made sure that all work locations were stocked with safety equipment, from hardhats to goggles and gloves. Tighe told workers they had to use them, an order that wasn't popular at first.

"A lot of guys didn't want to use the safety gear in the beginning. But with a lot of cooperation from CSEA, things worked out," Tighe said.

Mannellino's impressed with the progress the local has made toward safety. "We may have been able to save lives, and certainly we have avoided a lot of injuries and pain to our members," he says.

Tighe now sees that all accident reports are thoroughly investigated to determine the cause and find remedies so they don't happen again.

One of the reasons for the stricter safety program were the two deaths to local members caused by on-the-job accidents since 1977.

"This has always been a dangerous job," said Mannellino, "but with everyone's cooperation, we've proven that a safety program can work."

Mom, therapy aide honored for community work

BEEKMAN—Most of today's working women balance two lives, with the responsibility of a home and family on one hand, and that of a job or career on the other. But some women juggle in still another factor—the needs of the community in which they live.

Jerry Matney is one of those extraordinary women. A mother of four children, a therapy aide at the Westchester Developmental Center in Wingdale, and a volunteer on the Beekman Rescue Squad here, Matney is winner this year of her work facility's annual Human Service Award.

A past president for three years of the Beekman Volunteer Fire Company Auxiliary, Matney has served on the rescue squad for more than two years. While noting that driving an ambulance to save lives is one of the most "worthwhile" things she's ever done, she says the responsibility has its up and down moments for the emotions. And sometimes one day can be like a roller coaster.

Matney recalls one Palm Sunday when a neighbor discovered that her infant had stopped breathing. Matney tried to revive the baby, but she had been dead for some time and efforts failed.

"That really hit me hard," she said. "It was rough."

Two hours later, that same day, an elderly man was driving through the town with his wife when she had a heart attack. "He happened to be driving by the gas station where we park the ambulance," said Matney. "He stopped the car there and we were able to save his wife."

"It was ironic," said Matney. "We couldn't save the baby, but we were able to save the live of the elderly woman."

Driving an ambulance in rural Beekman is no easier than do it in a big city, says Matney. Although there are many hospitals that the rescue squad uses, none of them are less than 20 miles away. New residential developments, condominiums and mobile home parks have also sprung up in the past two years, bringing a horde of potential "customers."

While Matney says that more rescue volunteers are desperately needed, "even for just a few hours a week," it's not easy to get them. "Not everyone has the will to jump out of bed at 2 or 3 a.m. to go to an accident."

Luckily, Matney has a husband who understands about late hours. Her husband, Joe, a CSEA member employed by the village of Briarcliff in Westchester County, is a volunteer fireman in Beekman.



RICHARD COLSON, A CSEA DELEGATE to the Westchester Developmental Center's Human Relations Committee, presents the group's Human Service Award for this year to Jerry Matney, a fulltime employee and mother of four who volunteers on her local ambulance corps—in her spare time?

Richard Colson, a CSEA delegate to Westchester Developmental Center's Human Relations Committee, calls Matney a "positive force in the union." "She's a good role model for other members," he said.

Kingston members kick in to help homeless Haiths

KINGSTON—Imagine being called at work in the middle of the day and informed that your house has just burned down? It happened to Maryann Haith, a CSEA member and laboratory aide who works at the Kingston Lab in Ulster County.

But within an hour after the terrible news, CSEA members, organized by Ulster County Local First Vice President Debbie Klein, rallied together and began collecting donations from co-workers and other generous people all over the city.

"I could never have made it without them," said Haith.

Co-workers and even local business people came through in extending a hand to the Haith family. In addition to a check from Ulster County Local 856, donations came from individual co-workers, the lab's softball team and Sunshine Fund, a luncheonette frequented by employees and the church that the family attends.

Klein says just about everything the Haiths owned was destroyed in the blaze. Donations came not only through checks but in the form of food, clothing, blankets and pillows, and furniture. One benefactor even contributed a Cabbage Patch Doll to replace one that was lost in the fire.

Fortunately, the rest of the Haith family experienced no "casualties." Haith and her husband were at work and the two children were out of the house at the time of the fire.

But the family did lose many valuable possessions it has no way of ever recovering because they did not have renters' insurance. Gone now, except for the monthly payments, is their just purchased living room set. A new computer and color TV bought for Christmas were also lost.

At this time, the family is staying with friends until permanent arrangements can be made. The Haiths, who are expecting another child in September, were planning to buy a new home and are waiting now for approval of a mortgage.

Along with the financial support the family has received, lab employees



HELP FOR THE HAITHS—City of Kingston Laboratory Unit President Dawn McLean, left, presents a check from co-workers to Maryann Haith, whose home was destroyed in a recent fire. Co-worker Debbie Klein organized the fund drive with an hour after Haith received the shocking news that her house had burned down.

have lent invaluable moral support that Haith says helped boost her when her spirit was lowest. "They really came through. These people are true friends," she said.

Following a recent presentation of another check from members, Haith expressed gratitude to Klein and Unit President Dawn McLean for their help and support.

Says Klein: "You do what you have to do when something like this happens to people you work with. And you even manage to get all your work done, too."

An active member of the CSEA City of Kingston Unit, Haith serves on the local audit committee, her unit negotiating team and the unit's Christmas party committee.

Anyone who would like to help the Haiths can send donations to: City of Kingston Lab, 400 Broadway, Kingston, N.Y., 12401, Attention: Debbie Klein.

Cooperation marks Madison County contracts

WAMPSVILLE—In an outstanding display of labor/management cooperation that may have set a precedent for local collective bargaining, a CSEA coalition of two Madison County units and management reached agreement two weeks before contract expiration and have ratified new three-year pacts.

According to Carol Riggall, president of Madison County Local 827, members of the white and blue collar units recently voted overwhelmingly to accept new contracts calling for salary increases, plus other benefits and improvements in the contract language.

The white collar agreement features a wage increase of approximately \$700 the first year, \$400 the second year with a step movement, and a \$550 across the board increase in 1987.

Other benefits include a new tuition reimbursement plan, improvements in the longevity system, plus improved personal, vacation and sick leave language. White collar employees will also enjoy an improved health insurance plan, uniform allowance, and grievance procedure. Both sides further agreed to a reallocation of job titles over the length of the contract, a new schedule for parttime employees, and the establishment of labor/management committee to discuss other health insurance improvements.

The unit, which represents more than 170 county employees, accepted the contract by a vote of better than 2 to 1.

Blue collar unit members overwhelmingly supported their new agreement. Of the 190 eligible members, 164 voted "yes."

The blue package carries an increase in wages of 16.2 percent over three years, a reallocation upgrade of the Motor Equipment Operator title, a reduction of work hours for highway department employees, and a number of improvements included in the white collar agreement.

In crediting the bargaining effectiveness of the two-unit coalition led by CSEA field representative Ted Modrejewski, Riggall paid tribute to the cooperation and solidarity of the negotiating committees. Team members included Harriette Sochan, chairwoman; Maureen Barbano, Charles Hicks, and Carol Miller from the white unit; Riggall, Robert Suits, Willis DeKing, Rick Britton, Edward Wood, and Thomas Conway representing the blue collar unit.



REPRESENTATIVES OF MADISON COUNTY LOCAL 827 and county officials recently met to sign three-year agreements covering nearly 400 members in the white and blue collar units. On hand for the occasion were, seated from left: Harriette Sochan, CSEA County Complex president; Donald Callahan, Madison Board of Supervisors chairman; Carol Riggall, CSEA Local 827 president; Donald Hull, County Personnel Committee chairman; Michael Rosen, personnel director; Rick Britton, CSEA Highway Unit president. Standing are, from left: Maureen Barbano, Charles Hicks, Carol Miller, members of white collar negotiating team; Willis DeKing, Infirmary Unit president; Thomas Conway, Edward Wood; Robert Suits, members of blue collar negotiating team; Melinda Burdick and John Hayden, county personnel technicians.

FINALLY!

Erie Co. contract imposed for 1984, white collars on way to '85 pact

BUFFALO—Nearly two years after negotiations began and four months after the year itself ended, Erie County's 4,200 white collar employees finally had a contract imposed upon them for 1984 by the Erie County Legislature.

And while CSEA Erie County Local 815 officials and negotiators aren't happy with the situation, they are hopeful it will clear the way for a start on contract talks for 1985, already one-third over.

"This doesn't absolve the county executive of his role in unnecessarily dragging this out to a year and a half," said Unit President Stephen Caruana. "He abrogated his responsibility and our members won't forget it."

But Caruana and CSEA Bargaining Specialist Danny Jinks say that union lobbying was effective in getting two prime goals written into the pact that was imposed by the legislature after a breakdown in talks with the county's executive branch.

"We pushed hard in negotiations and at the legislative hearing to have summer hours and the GHI Spectrum 2000 dental plan in the package, and we were successful with the legislature," said Jinks. "But it could have been obtained in a much shorter time, with a reasonable attitude in the executive branch."

The nearly two years of negotiations were stalled midway with the revelation that the county was teetering on the brink of bankruptcy. Contract talks were further delayed as county officials argued among themselves about the amount of the deficit the county faced. Estimates ranged from \$31 million to \$75 million, the higher figure turning out to be right.

Efforts to improve the county's financial status, which slowed contract talks further still, included appeals to Albany for a fiscal bail-out, a 20 percent

increase in property taxes and a 1 percent boost in the sales tax to 8 percent.

CSEA had earlier aided the county by proposing the early retirement option, which was taken by several hundred county employees, not all CSEA members. In addition, several hundred job vacancies were eliminated from the county budget.

An impasse, declared when the county discovered its fiscal crisis, peaked with rejection by the local of a fact finder's report which recommended no benefit increase, citing the county's economic woes.

From that point on, developments were marked by extreme activism on the part of many Local 815 members. For many days, union members took to the streets in front of the county hall, carrying signs urging "fairness for public employees."

The activists used their lunch and break hours to march, and in many instances were joined by CSEA members from other locals in a show of CSEA solidarity.

Last winter, CSEA members were angered by the call for layoffs and gross exaggeration of their salaries made in an advertisement placed in area newspapers by the Buffalo Chamber of Commerce. Spirited reaction from members forced the Chamber to reschedule a Christmas holiday reception for area politicians.

In addition, cooperation came from AFSCME blue collar employees, who, in a similar contract situation, joined their CSEA counterparts in informational picketing. And AFSCME International, in conjunction with CSEA, launched a media campaign to gain public support for the workers' plight.

"We recognize the fact that the county had fiscal problems in 1984 and we tried to conduct realistic negotiations in light of them," says Caruana. "But

we must remind the county officials concerned that county employees did not create the problems. Morally and ethically, our members are due a wage increase and that will be our major aim as we prepare for speedy negotiations for 1985.

The marching, sign-painting, and planning were coordinated through a crisis committee that included Betsy Pette, Dave Wilbur, Marie and Gerry Prince, Marijean Nichols, Shirley Heron, Julia Klein, Jill Brown, Iris Kliszak and former Local President John Eiss.

Jinks was joined by a negotiating committee that included Caruana, Eis, Nichols, Shirley Heron, Wilbur, Gerry Prince, Sharilyn Kamholtz, Kliszak, Maggie McNeela, John Davidson, Robert Lawler, Larry Penzes and Duane Liebler.



ERIE COUNTY CSEA Unit President Stephen Caruana leads members of his unit in public protest over lack of a contract.

Points in the imposed pact

Following are the basic details of the imposed contract for 1984:

Summer Hours: From July 1 to second Monday in September, workday hours reduced by one-half hour. No expiration date for this provision, unlike previous pacts.

Family dental plan coverage: GHI Spectrum 2000.

Shift differential pay: Increased to 40 cents per hour.

Safety equipment: Budget increased.

Holiday pay: Will now be paid at time and one-half for time worked.

Overtime pay: Will be paid at time and one-half.

Family sick leave: Language improved.

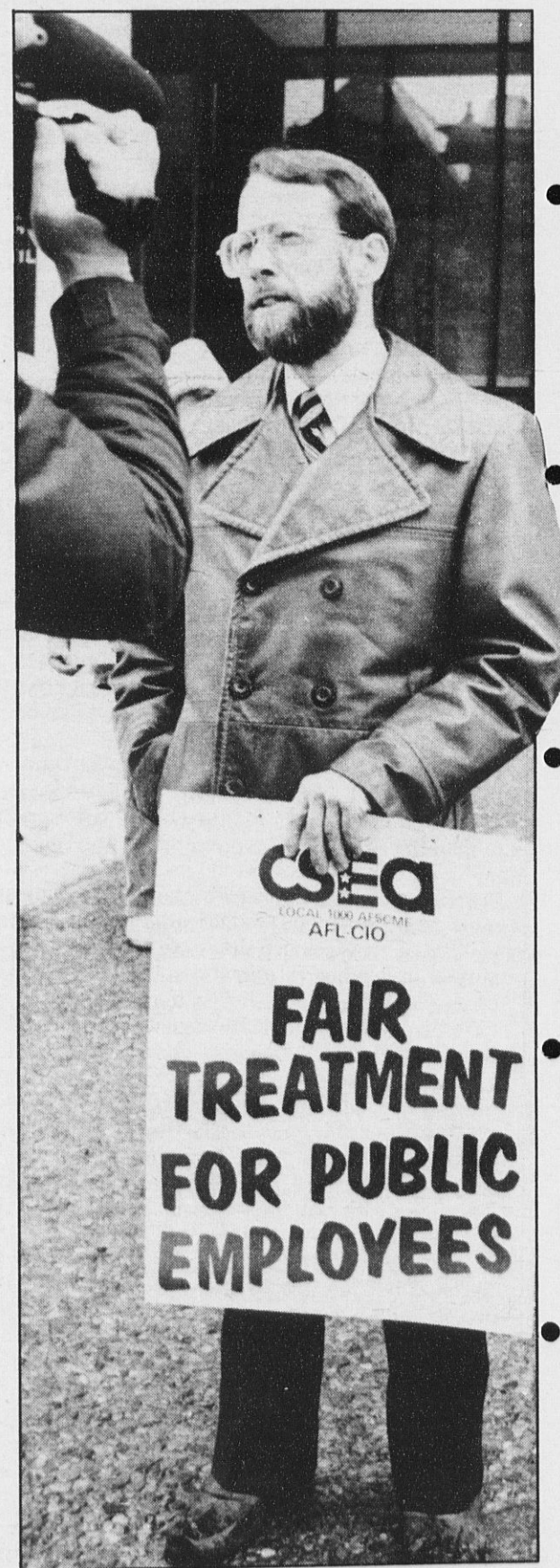
Bereavement leave: Stepparent added to article.

Paternity leave: Up to six months off.

Discipline and discharge: Improved, protective language.

Standby pay: Five more county departments included.

Health insurance: In case of employee death, surviving beneficiaries covered for three months.



COLLECTIVE BARGAINING SPECIALIST Danny Jinks explains union's position to television reporter during an informational picket.

What took so long?

Lattimer: County exec was 'playing politics'

BUFFALO—CSEA has charged the Erie County executive with intransigence and "playing politics" while the 4,200-member Local 815 struggled in vain over a 20-month period to reach a negotiated contract settlement.

Even though the county was recovering from a fiscal crisis that stalled contract talks, union leaders say a legislative imposition should not have been necessary.

According to Region VI President Robert L. Lattimer, County Executive Edward Rutkowski "has no feeling for the employees of Erie County and was obviously more interested in looking out for his own political career.

"It was totally unnecessary and cruel to force county employees to hang in the balance for so long over what was obviously going to result in a less than desirable conclusion of contract talks," Lattimer said. "But when he had the opportunity to show some class, as well as concern for the plight of the employees and their families, he showed his true colors and did nothing."

Lattimer said Rutkowski also "renewed on an agreement to correct a distorted public image of the salaries that county employees make. "The distortion was the result of an erroneous estimation of the county employees' salaries that was carried in a full-page ad placed in local newspapers by the Buffalo Chamber of Commerce.

At the time of the ad's appearance, the county executive had announced that a property tax increase of 62 percent might be necessary to close the budget gap. Among the measures called for by the Chamber as an alternative to a tax boost were massive layoffs and a cut in pay for those employees who were lucky enough to retain their jobs.

In the aftermath of the uproar caused by the ad, Lattimer and other CSEA leaders met privately with legislators and chamber representatives. A promise was made, on behalf of Rutkowski, to make public through local newspapers the actual salaries of the county's employees.

'He showed his true colors and did nothing.'

After deadlines came and went with no plausible explanation for the delay, Lattimer and other CSEA members concluded that "the county executive was listening to his banker and legal advisors, and not interested in keeping his word."

Lattimer pointed out that during the fiscal crisis situation in Erie County, CSEA "was working quietly but intensely behind the scenes in Albany and Buffalo to make sure that the county received the emergency state aid it requested.

"We deliberately played it low-key so as not to exacerbate the situation but our chief lobbyist, Jim Featherstonhaugh, came to Buffalo to meet directly with county officials to determine the full extent of the problems."

Lattimer disclosed that Featherstonhaugh used his staff and skills to ensure a favorable vote in the state Legislature on the county's request for emergency aid and authority to raise the sales tax to help correct the crisis. "We also had considerable assistance from our research department in the person of Kathy Albowicz, who along with the AFSCME research office, came up with a tremendous amount of data that was helpful in understanding the overall financial posture of the county."

Lattimer pointed out, too, the "invaluable efforts of the CSEA communications staff in keeping the public and our members informed of the CSEA side of the picture. There were many times where we could not announce what we were doing publicly without jeopardizing the results, so restraint often became the proper course."

But now, even though the local is preparing to go into contract talks for 1985 and beyond, the regional president feels it's important to "set the record straight and serve notice that we'll be bargaining as hard as ever on behalf of our members.

"We were responsible and worked honestly with the county executive in an effort to show our concern for the entire community while addressing the needs of our members—and those needs are obviously greater now," said Lattimer.

While Rutkowski was endorsed by CSEA for re-election two years ago, Lattimer predicted the union's Political Action Committee "will take a long, hard look at this office, its impact on the public and our members, and then get behind someone who truly has those interests at heart."

In Region III

Political breakfast pix



ONE SPEAKER AT A RECENT LEGISLATIVE BREAKFAST sponsored by the Region III Political Action Committee was Town of Greenburgh Supervisor Anthony Veteran. "The labor movement has raised the standard of living," Veteran told participants.



REGION III FIELD REPRESENTATIVE DOLORES TOCCI and Assemblyman George Pataki talk politics at a legislative breakfast in Tarrytown.



NEW YORK STATE ASSEMBLYMAN NICK SPANO greets CSEA Region III President Pat Mascioli at the recent breakfast meeting. Other politicians on hand for the occasion were Putnam County Executive David Bruen and Rockland County Legislative Majority Leader Alex Gromack, a CSEA member from the Town of Clarkstown.

Prep booklets can help you achieve career advancement through promotions

Career advancement and civil service promotional exams are never far from the minds of public employees. And for public workers in either the state or local government arena, CSEA is offering self-study booklets that should help individuals improve their test scores in a wide range of civil service exam areas.

A dozen booklets are available to help individuals prepare for state exams. And CSEA has available four exam preparation booklets for employees in local political subdivisions.

And the union is also offering something that should prove beneficial to everyone—cassette tapes designed to help people combat the effects of stress through relaxation.

All of the items are available from CSEA's Education Department for CSEA members. As indicated, non-CSEA members can obtain the exam prep booklets directly from Cornell University at the same price. Each booklet costs \$1.50, while the cassette relaxation tape, available only through CSEA's Education Department, cost \$2.50 each.

Interested individuals should use the proper order form below and mail the completed form to CSEA, Education Department, 33 Elk Street, Albany, N.Y. 12207.

Local Government prep booklets

Relaxation Tapes cassette offer

State Examinations prep booklets

CIVIL SERVICE EMPLOYEES ASSN.
ATTN: EDUCATION DEPARTMENT
33 ELK STREET
ALBANY, N.Y. 12207

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

- Secretarial and Typing Series for Counties, Municipalities and Non-Teaching School District Personnel
- Custodial Series for Counties, Municipalities and Non-Teaching School District Personnel
- Social Welfare Examiner Series
- Caseworker Promotional Exam Series

Please send booklet(s) to:

NAME _____
ADDRESS _____
CITY _____ STATE/ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____
EMPLOYER _____

CIVIL SERVICE EMPLOYEES ASSN.
ATTN: EDUCATION DEPARTMENT
33 ELK STREET
ALBANY, N.Y. 12207

Please send me _____ relaxation program(s) on cassette tape at the price of \$2.50 EACH. I have enclosed a check or money order, payable to CSEA, for \$ _____ to cover the cost of this order.

Please send tape(s) to:

NAME _____
ADDRESS _____
CITY _____ STATE/ZIP _____
SOCIAL SECURITY # _____
CSEA LOCAL _____
EMPLOYER _____

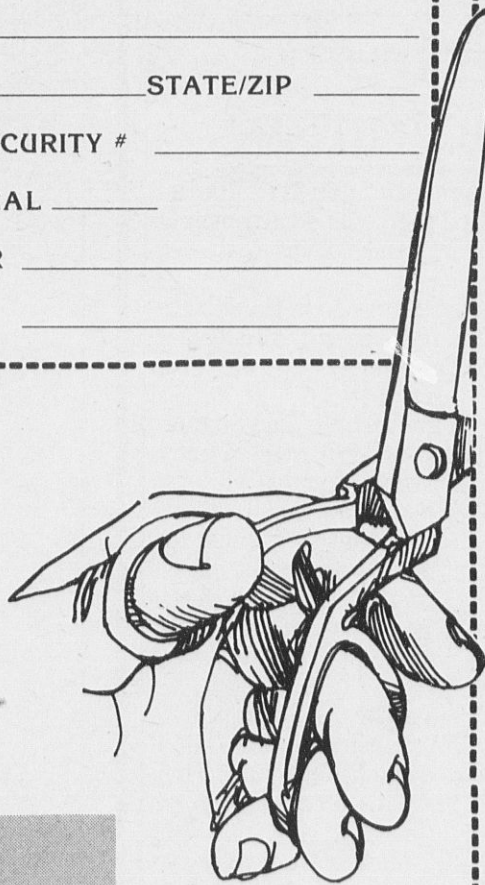
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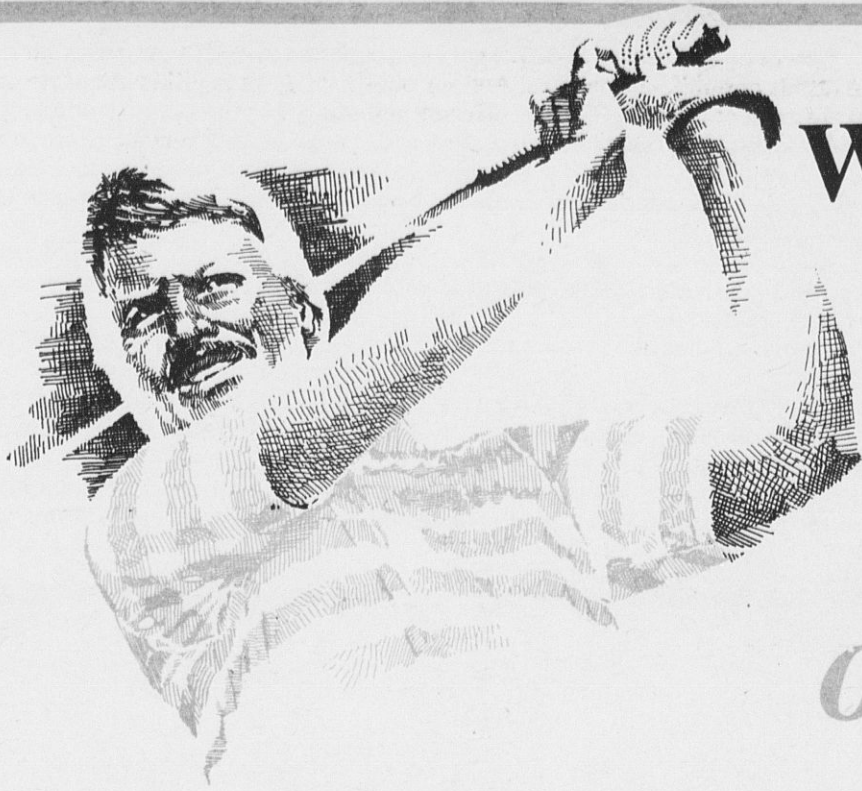
- Basic Math
- Arithmetic Reasoning
- Understanding and Interpreting Tabular Material
- Understanding and Interpreting Written Material
- Preparing Written Material
- Supervision
- Purchasing and Payroll Practices
- Basic Algebra
- Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled; Therapeutic Approaches
- Principles and Practices in the Treatment of the Mentally Ill/Emotionally Disturbed
- How to take an Oral Exam
- Evaluating Conclusions in the Lights of Known Facts

Please send booklet(s) to:

NAME _____
ADDRESS _____
CITY _____ STATE/ZIP _____
Social Security # _____
CSEA Local _____
Employer _____



PLEASE NOTE: Non-CSEA members can obtain the exam preparation booklets directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, N. Y. 12207. The relaxation tapes are available ONLY through CSEA's Education Department.



Workers in state parks

Teeing up for another season of fun in the sun

LA GRANGE—"Golfers are the most finicky people."

Or so says Art Griffith. He's maintenance supervisor at Baird State Park and president of Local 108. And as he watches another worker, Frank Sacco, mowing the thick Kentucky blue down to exactly one-eighth of an inch, he points out the importance of being a knit-picker on the putting green.

Especially for opening day. It's just 24 hours until the golf course opens as Griffith whizzes around in his green pick-up making sure that his crew is doing everything that needs to be done for the frantic first day. As Griffith goes around inspecting, Dave Gagliardi is caught in a sand trap—raking away. Further on, Giles Shipley is cleaning up and testing some golf ball washers.

Two geese fly over the golf course and settle themselves behind the tall rushes in the pond.

"They're hiding," Griffith explains. "We don't want them here. They make a mess of the course."

Griffith points to four wooden swans in the pond. "The decoys are supposed to keep the geese away. One year, we had about 200 of them here and the golfers complained about the noise and the mess they made."

Once the golf course opens, the pool is the next order of business. Griffith says the filter system has already been checked and a leak was discovered that will have to be repaired before the coming season.

The olympic-size pool is one of the most popular features of the park. On a hot summer day, it draws up to 700 swimmers. According to Griffith, most are children who come from surrounding cities by bus for the day.

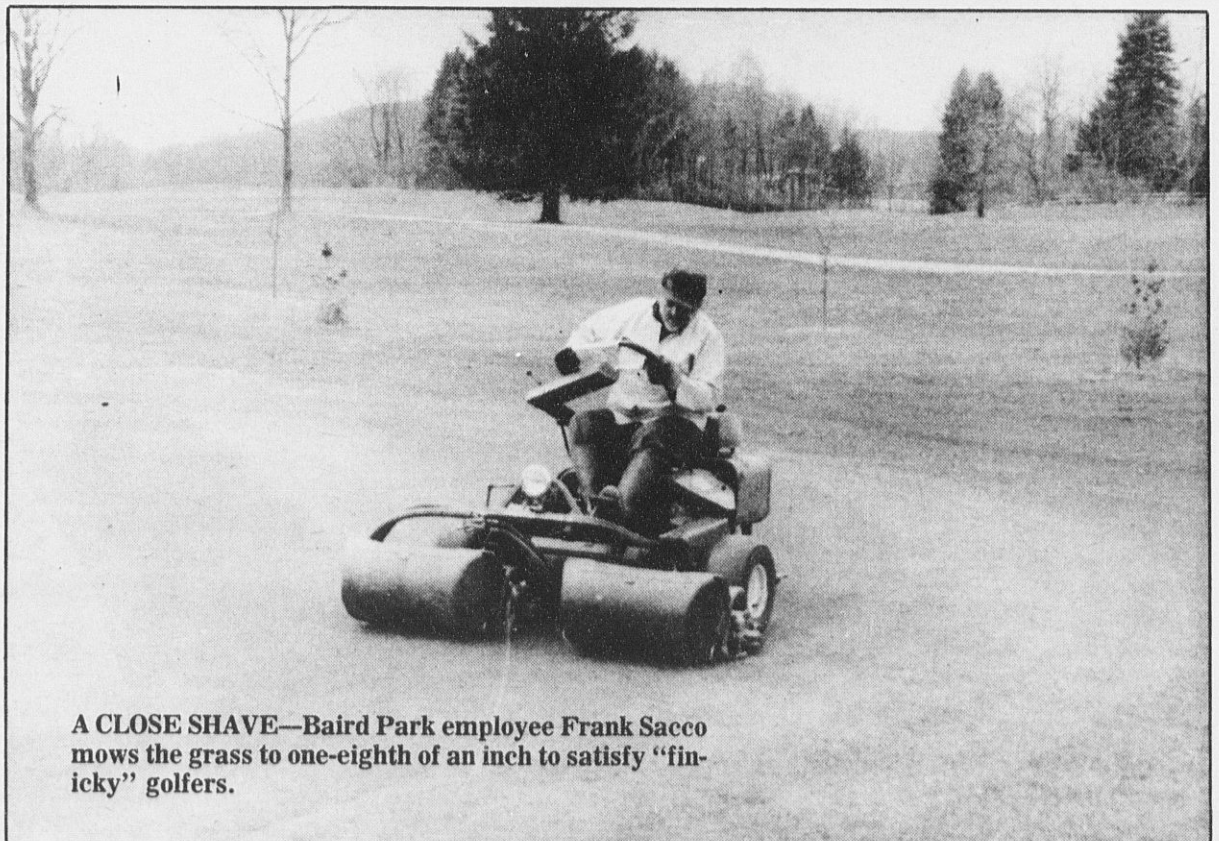
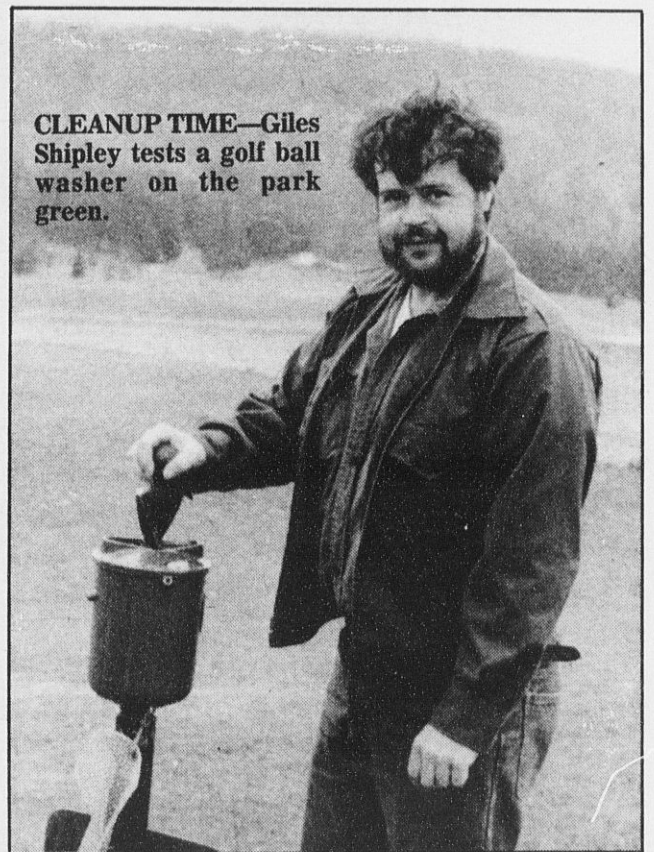
Picnic areas, complete with tables and grills for barbecues, are also a hit with the outdoors set, as are the playground and tennis courts.

Formerly the estate of a wealthy area architect, Baird State Park is located north of Poughkeepsie just off the Taconic Parkway. A privately owned restaurant is also on the grounds.

“Golfers are the most finicky people.”

Editor's note: All across New York, state parks and recreation facilities are about to open their gates to the rush of campers, swimmers, hikers and other lovers of the great outdoors lured out of hibernation by spring fever. That means park employees are busy now, working hard so that the rest of us can enjoy another season of fun in the woods or at the lake. This story, filed by Communications Associate Anita Manley, tells how CSEA members of Taconic Parks Local 108 are already in the swing of things as they make preparations for warm weather.

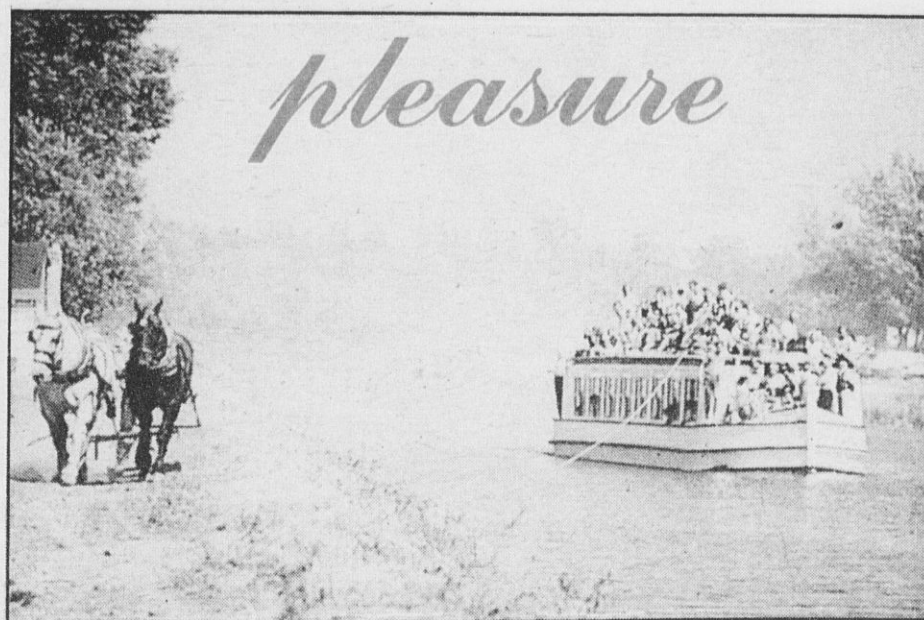
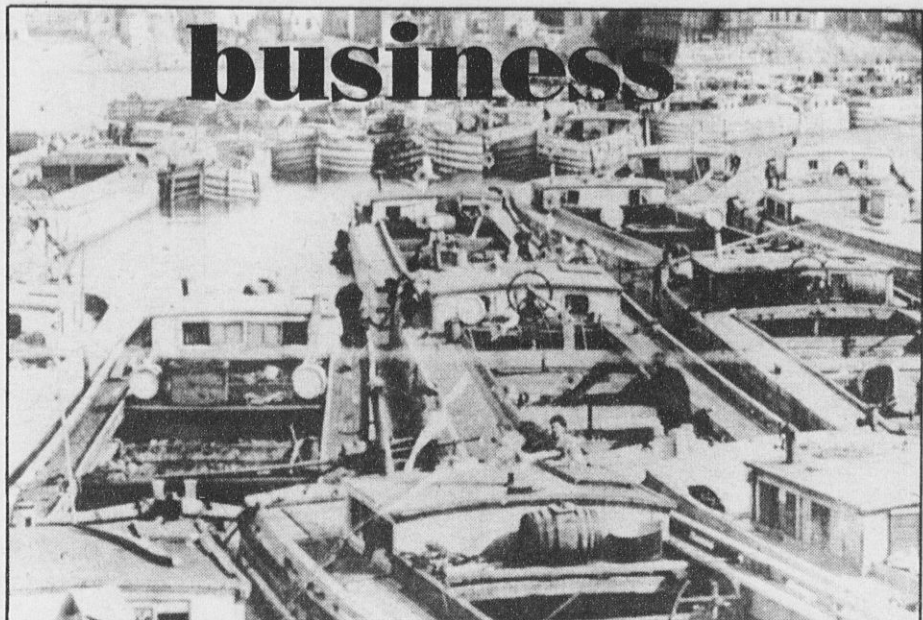
CLEANUP TIME—Giles Shipley tests a golf ball washer on the park green.



A CLOSE SHAVE—Baird Park employee Frank Sacco mows the grass to one-eighth of an inch to satisfy "finicky" golfers.

FROM:

TO:



On 160th birthday, state barge canal changes course, gets new lease on life

●

State plans celebration, CSEA celebrates plans for revitalization

●

ALBANY—One year after CSEA had to use its political muscle to get \$650,000 to save the barge canal, the state of New York is planning to celebrate the 160th anniversary of the legendary waterway's opening.

CSEA President William L. McGowan, CSEA board member Joan Tobin, and Local 502 President Frank Zammiello—key figures in last year's canal campaign—are members of the Canal Celebration Committee which is being co-chaired by Matilda Cuomo and state Transportation Commissioner James L. Larocca.

In the union's recent year-and-a-half-long effort to save the historic canal from deterioration, it pushed hard for alternative uses of what had been a gateway for the development of New York during the 19th century. One of CSEA's proposals was use of the canal as a resource for water sports and recreation.

The state plans now call for the development of a "Canal Recreationway" which would include a system of parks for picnicking, fishing, hiking and boating. The

524-mile, 57-lock waterway last year was travelled by some 100,000 recreational craft and generated \$27 million in tourism.

In addition, the canal continues to be an important resource today which provides:

- a renewable source of energy which, when fully developed, could power a city the size of Rochester;
- a flood control and inland irrigation system estimated to be worth over \$100,000 million;
- a thriving \$20-million-a-year fishing resource; and
- a vital supply of fresh water.

Because CSEA has spearheaded efforts to convince lawmakers and the public of the need to properly maintain the canal system, McGowan points to the celebration as proof that the union is succeeding.

The New York State Canal System, opened by Gov. DeWitt Clinton on Oct. 26, 1826, includes the Erie Canal, the Cayuga-Seneca Canal, Champlain Canal and Oswego Canal.



CSEA PRESIDENT WILLIAM L. MCGOWAN, left, and Barge Canal Local 502 President Frank Zammiello get together after recent press conference announcing anniversary celebration of the 160-year-old waterway. McGowan and Zammiello were prominent figures in the union's campaign last year to "Save the Barge Canal."

CSEA spearheaded efforts to convince lawmakers and the public of the need to maintain the canal system.
