

# 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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## Delegates say 'No'

to

### THE FINAL REPORT

of  
The Committee to Investigate a Reorganization of  
The Board of Directors of CSEA

ALBANY — CSEA's statewide Board of Directors will continue to operate under its current format after union delegates this week rejected, by a relatively narrow margin, a proposal that would have significantly changed the Board's structure.

Meeting in a special one-day delegates meeting here on Nov. 29, the union's delegate body rejected, by a 1,086 — 873 roll call vote, a reorganization proposal that generated a great deal of interest and considerable controversy that was reflected in the intensity of several hours of debate leading up to the final vote.

The defeated plan would have, among other things, reduced the size of the Board of Directors from the present 115-member setup to a total of 61 members. The proposal was presented to the delegates as "The Final Report" of a special 18-member Committee to Investigate a Reorganization of the Board of Directors. That committee, charged with studying possible reorganization of

the union's Board of Directors, was created under a motion passed by the same delegates at CSEA's Annual Delegates Meeting held in October.

Monday's vote was actually on a first reading of the proposal, which would have needed approval by delegates at yet a second meeting had it passed initially. Defeat of the proposal made the question moot.

The "Final Report" had been distributed to all delegates prior to the actual meeting, and had been widely discussed at several Regional meetings across the state prior to the delegate session. Those meetings gave indications that the subject was a controversial one, and the heated debate by scores of delegates Monday bore that out.

In addition to recommending reduction of the Board to 61 members, the report also recommended that:

- the makeup of the Board should accurately reflect total membership makeup, namely, one-half state employees and one-half county and other political subdivision employees.

- for reasons of internal consistency and organization, Board members should also serve as responsible officials of the six CSEA Regions.

- to the extent possible, Board representatives of each Region should be reflective of the state/county membership in that Region.

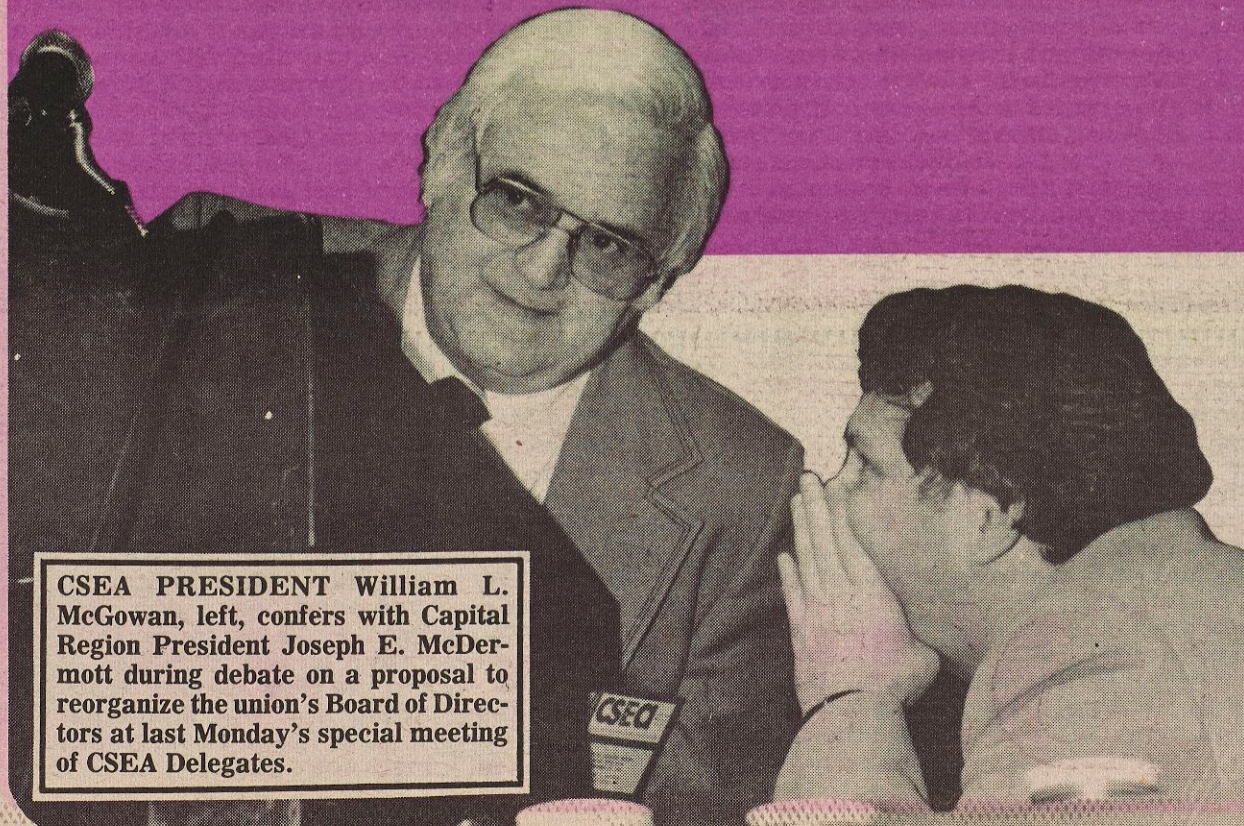
- recognition of major areas of the union's primary business, namely collective bargaining, should be reflected in the overall Board structure.

The Committee report noted that no reorganization of the Board had been made to account for CSEA's adoption of a Regional structure plan in 1973 nor for creation of bargaining units with enactment of the state's Taylor Law in 1967.

To meet those various objectives, the committee said, it proposed the 61-member Board to be comprised of the union's 10 Statewide Officers (president, executive vice president, secretary, treasurer, and six Region vice presidents), 25 State Division representatives, 25 County Division representatives, and one statewide "at large" representative to be elected by the constituency of the current "authorities" representative as well as all private sector and all other members not specifically represented by another Board seat. An additional feature of the rejected proposal was a plan to more closely equalize the Board representatives from the union's six Regions based on state/county membership by Region.

**A lively  
delegates  
meeting:**

**Pages 10, 11**



CSEA PRESIDENT William L. McGowan, left, confers with Capital Region President Joseph E. McDermott during debate on a proposal to reorganize the union's Board of Directors at last Monday's special meeting of CSEA Delegates.

## Local 690 members helping bring joy to needy children

For the 17th consecutive year, members of Taxation and Finance Department CSEA Local 690 have helped collect and outfit hundreds of dolls which will be distributed to needy children this Christmas in the Capital District. The project is a cooperative program with the Salvation Army. The dolls are outfitted, judged and put on display in the Albany area prior to distribution. Holding some of the award-winning dolls are, from left, Mrs. Lt. David Champlin of the Salvation Army, Mrs. William Nostrand of the Salvation Army Auxiliary; Molly Konczewski, chairperson of the Local 690 doll committee; and committee co-chairperson Barbara Konczewski. Photo below shows great detail that goes into the project.



## Teamsters delay contract talks in North Tarrytown

**NORTH TARRYTOWN** — Public works employees here have been without a contract since May 31, and CSEA Field Representative Joe O'Connor says it's because the Teamsters are trying to take over the unit which is part of Westchester County Local 860.

O'Connor explained that delays in negotiations made it possible for the Teamsters to file a decertification petition. So CSEA charged the village with committing an improper practice.

In the meantime, a hearing will be held on the Teamsters petition which has, in effect, deadened contract talks because the Public Employment Relations Board has previously ruled that negotiations can't be conducted once a decertification petition has been filed.



# AFSCME<sup>®</sup>

*in the public service*

## A collective bargaining law big goal for Arizona workers

**PHOENIX** — Efforts to win a state collective bargaining law for Arizona employees will be a top priority following the affiliation of the 8,000-member Arizona Public Employees Association (APEA) with the million-member American Federation of State, County and Municipal Employees (AFSCME).

The affiliation with AFSCME was approved by APEA members at a special meeting in Phoenix on November 20. The affiliation was endorsed last month by a vote of the APEA Board of Directors.

Following the affiliation vote on November 20, more than 1,500 APEA members held a rally near the State Capitol building calling for collective bargaining rights and pay increases for Arizona public employees. The rally was one of the largest in Arizona history.

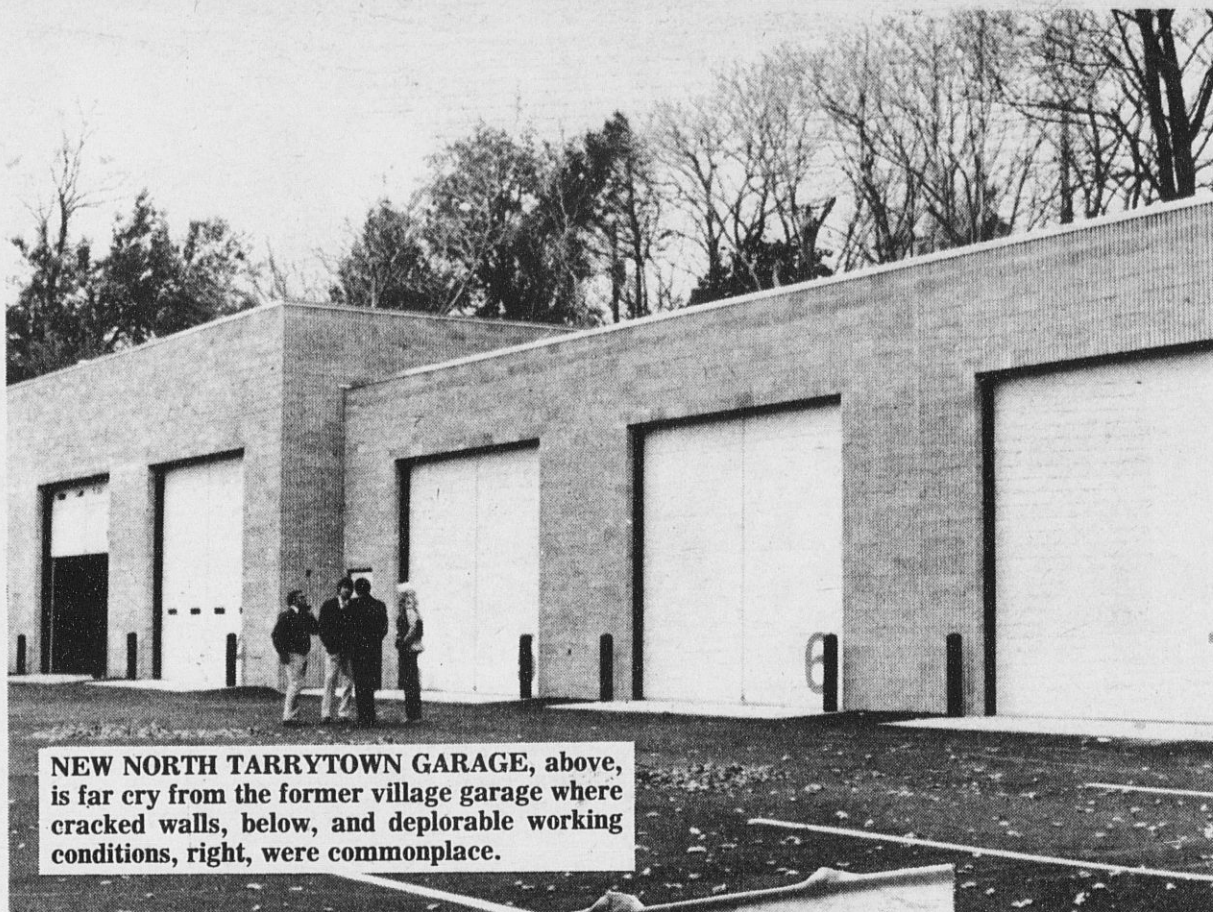
Addressing the rally, AFSCME International President Gerald W. McEntee declared: "There is no reason why public employees in Arizona shouldn't have a collective bargaining law — a right that exists in some form or another in 45 other states."

McEntee said AFSCME will work with APEA on legislative and political action to win a state collective bargaining law, and the national union will also provide other services, including education, public relations, and research assistance.

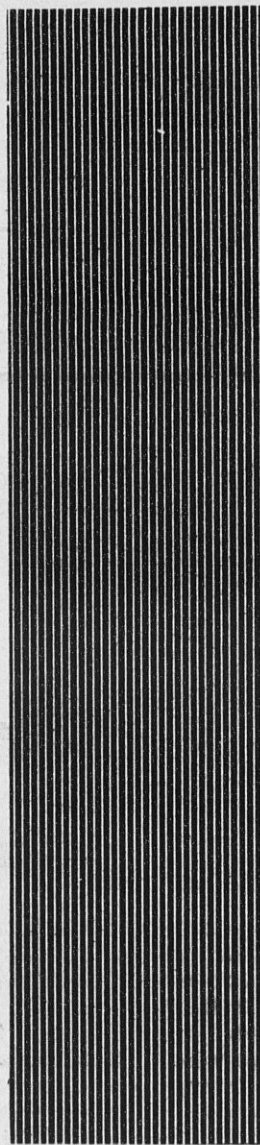
APEA Executive Director Luis Arellano said: "AFSCME will provide APEA with the strength and resources we need to improve services to our members and expand our organizing efforts."

APEA will now be known as APEA/AFSCME Council 97. Four existing AFSCME locals in Arizona, with a total membership of about 2,500, have all voted to join the new Council 97. With a total Arizona membership of more than 10,000, AFSCME is now one of the largest unions in the state.

Since 1970 more than 40 independent public employee associations, including CSEA in 1978, with a total of more than 400,000 members, have joined AFSCME. In recent months, APEA, the New Mexico State Employees Association, and the Municipal Employees Association of Sioux Falls, South Dakota, have all joined AFSCME.



NEW NORTH TARRYTOWN GARAGE, above, is far cry from the former village garage where cracked walls, below, and deplorable working conditions, right, were commonplace.



## N. Tarrytown garage means better, safer place to work

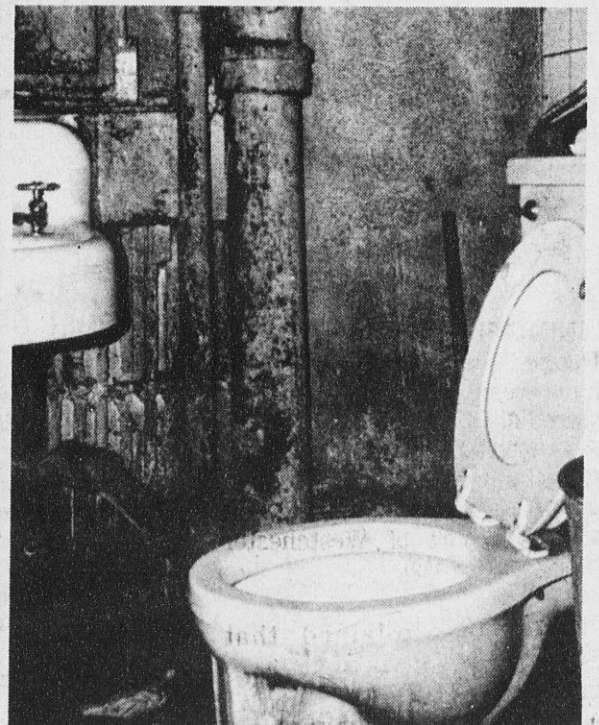
**NORTH TARRYTOWN** — Mechanic John Johnson said it simply, said it best. "Hip, hip, hooray." That was his response to the completion of a new Highway Department garage for 28 department employees of this picturesque Westchester County village.

Johnson's reaction was typical of the feelings of his fellow workers, and of CSEA union officials who have been fighting for construction of a new garage since 1978.

The new \$550,000 structure replaces a former ice house that had been converted into a garage. Union officials described that facility as the "Murphy's Law of buildings — everything that could go wrong, went wrong." According to CSEA Field Representative Joe O'Connor, it took an OSHA complaint filed by the union on behalf of the workers to finally convince village administrators to construct the new garage.

Westchester County CSEA Local 860 President Pat Mascioli once stirred village officials by publicly calling working conditions at the former garage "deplorable," and one local newspaper gave the union credit for moving construction along by reporting, "Under the watchful eye of CSEA, North Tarrytown is moving ahead on plans to build a new village garage . . ."

Union officials, including Mascioli, recently toured the new facility and expressed satisfaction with the new structure.



## Calendar of EVENTS

### DECEMBER

- 6—Region V Election Procedures Workshop, 6:30 p.m., Best Western University Inn, Canton.
- 7—Region V Election Procedures Workshop, 6:30 p.m., Sheraton Inn, Utica.
- 8—Region V Election Procedures Workshop, 6:30 p.m. Hotel Syracuse, Syracuse.
- 9—Region V Election Procedures Workshop, 6:30 p.m. Holiday Inn/Arena, Binghamton.
- 17—Local 015 Black River Valley NYSDOT Annual Christmas Party, 12 Noon-6 p.m., Golden Lion Restaurant, Watertown.
- 15—Local 414 Marcy Psychiatric Center Annual Christmas Party, 6-9:00 p.m., Trinkaus Manor, Oriskany, N.Y.
- 15—CSEA Local 422, Rome Development Center, annual Christmas party, 4-8 p.m., Polish Home, South George Street, Rome.
- 21—New York Metropolitan Retirees Local 910, holiday luncheon, noon, Harbour Room West, 43rd Floor, 2 World Trade Center, New York City.

# Public SECTOR

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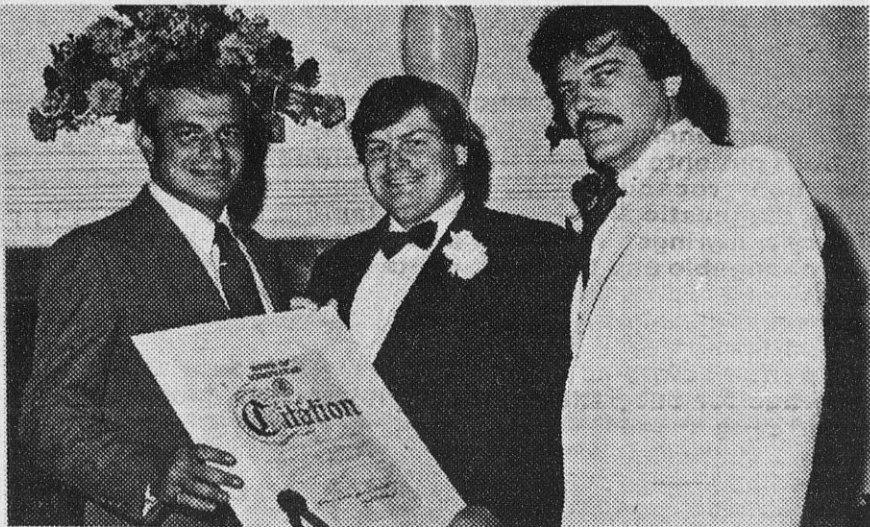
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**BERNE-KNOX-WESTERLO SIGNS TWO-YEAR CONTRACT** — With CSEA negotiating team members George Wright, Jane Correll, Helen Proper and Nancy Montesano, standing, Joan Morrow, CSEA Unit president leans between Henry Brezinski, superintendent, and Perry Kane, Business Administrator to sign new

contract. The agreement will provide a 10 percent increase for all 12 month employees and an 8 percent increase for all 10 month workers. The second year of the contract will provide a salary increase of between 5 and 10 percent based on the cost of living.



**CSEA CITATION** — Hempstead Presiding Supervisor Thomas S. Gulotta, left, presents a Town Citation honoring CSEA at its annual dinner dance recently. Receiving the citation is Nassau President Jerry Donahue, center. Looking on is Town Local 830 President Gus Nielsen of Seaford, right.

## Blumstein joins Metropolitan Region staff

**NEW YORK CITY** — Martin Blumstein has joined the staff of CSEA as organizer for Metropolitan Region II.

Blumstein brings with him to CSEA more than 10 years of experience working in the labor movement in a variety of positions ranging from shop steward to director of organization. He has worked for the Office and Professional Employees International Union, the International Brotherhood of Teamsters and the International Union of Electrical Workers.

Blumstein notes that he is particularly excited about joining the staff of CSEA "as the union embarks on a new era — the organizing of private sector employees who do work traditionally performed by public employees."

He urges members in Metropolitan Region II to be alert for organizing prospects and "to help CSEA help unorganized workers get organized under the banner of CSEA."

Blumstein can be contacted at the Metropolitan Region II office, (212) 587-8200.

**ALBANY** — The Temporary Commission on Dioxin Exposure has set up a toll-free hotline for people concerned with exposure to herbicides containing dioxin, such as Agent Orange. New York sprayed the chemical along highways, railroads and utility company power lines and dioxin is suspected of causing serious health problems. For more information, New York residents may phone 1-800-821-7700 or write: Dioxin, P.O. Box 2050, E.S.P., Albany, N.Y. 12237.

# DIOXIN

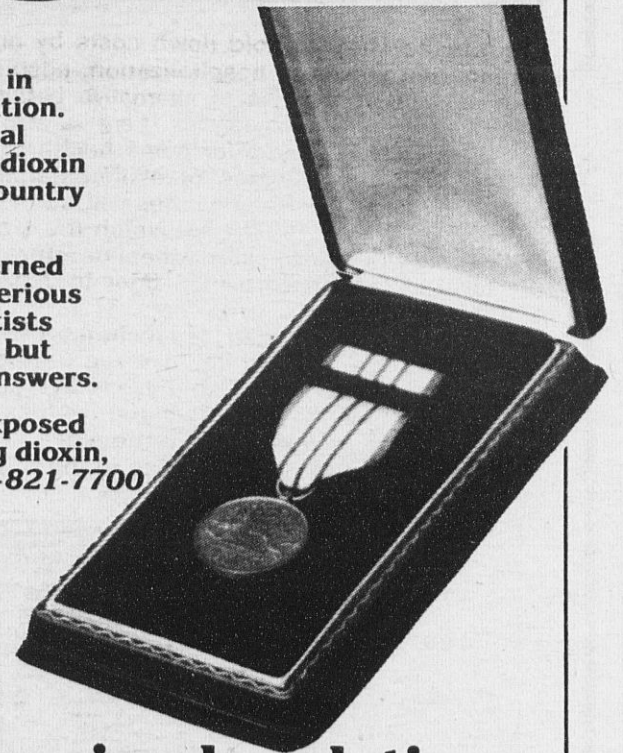
Agent Orange was used in Vietnam to clear vegetation. It contained the chemical dioxin. Herbicides with dioxin were also used in this country to clear roadsides.

Today, people are concerned that dioxin may cause serious health problems. Scientists are studying its effects, but still don't have all the answers.

If you think you were exposed to herbicides containing dioxin, learn more. Call: 1-800-821-7700

Or write:

**DIOXIN**  
P.O. Box 2050, E.S.P.  
Albany, NY 12237



**There are no simple solutions.**

N.Y.S. Temporary Commission on Dioxin Exposure

## AFL-CIO releases new guide on union scholarships

The AFL-CIO Dept. of Education has published its 1983 Guide to Union-Sponsored Scholarships, Awards and Student Financial Aid to help union members and their families find ways to cover the costs of college and other post-secondary education.

Education Director Dorothy Shields said the guide may be especially valuable now in "the first full school year the Reagan Administration budget cuts and tighter eligibility restrictions have

been in effect, cutting every major federal aid program for college students."

Nearly 2,000 scholarships totaling more than \$2,225,000 are listed, Shields said. Financial aid programs listed cover college and graduate schools as well as training institutes, vocational, technical and nursing schools.

The scholarships are offered by AFL-CIO national and international unions, local unions and AFL-CIO state and local central

bodies. An additional section in the guide provides other sources of information on how to pay for college costs.

Copies are being mailed to national and international unions and central labor bodies, and single copies are free to union members. Libraries and other institutions can get copies for \$3 each from the AFL-CIO Education Dept., 815 Sixteenth St., N.W., Washington, D.C. 20006.



## Unprecedented premium costs lead to major restructuring of health insurance program

# Some give, take

ALBANY — New York State employees will be both “giving” and “getting” under a major restructuring of the state’s health insurance program which goes into effect Jan. 1.

The “giving” will be in the form of a 10 percent (or \$2.31 bi-weekly) contribution to help pay for part of their Statewide Health Plan insurance premiums as well as several cost containment measures. The “getting” will be in a number of benefit improvements, foremost of which is an increase from \$25,000 to \$100,000 in annual major medical coverage along with a new lifetime maximum of \$1 million, up from \$250,000.

Meyer Frucher, the state’s director of employee relations, explained that the 10 percent contribution is required because of “unprecedented” increases in health insurance premiums. Employees already contribute 25 percent (or \$10.46 bi-weekly on next year’s rates) toward insurance premiums for family protection.

In another step to hold down costs by promoting alternatives to hospitalization, hospice care as well as the use of alternative birthing care facilities are encouraged. There is also a liberalization of benefits for home health care services and for the use of skilled nursing homes. These particular changes will be in effect until Dec. 31, 1984, after which the state will decide whether to extend them or return to the level of benefits provided prior to Jan. 1, 1983.

The new insurance plan also includes a commitment by the state to improve the physical and mental well being of employees by sponsoring programs that promote better health and early disease detection. Furthermore, the state’s contribution per employee to the CSEA

Employee Benefit Fund will rise to \$80 next April and \$82.50 a year later.

In addition to changes in the Statewide Plan, there will be an improvement in benefits provided under the Group Health Insurance (GHI) option. Moreover, retired state employees and those to retire before Jan. 1 will not have to make the 10 percent payment for individual coverage.

New York State will shortly publish a brochure with details of the new health insurance plan but, in the meantime, questions may be directed to the state’s Health Insurance Program office by calling (518) 457-5784.

#### Other specifics of the program are:

- “Well baby” allowance increases from \$50 to \$75;
- Incentives to both patients and physicians encouraging in-office or ambulatory surgery for such procedures as breast biopsy, bronchoscopy, colonoscopy, cystoscopy, diagnostic D & C, diagnostic laparoscopy, excision of skin lesion, gastroscopy, myringotomy and vasectomy. The plan will pay 100 percent of the usual, reasonable and customary rate (URC) if these procedures are done in an out-patient setting. Only a 50 percent reimbursement will be made otherwise, unless out-patient services are unavailable or medical necessity dictates in-patient care;
- 28-day waiting period before new employees may enroll;
- Expanded coverage for out-patient psychiatric care and for the treatment of alcoholism and drug abuse;
- Annual deductible charges for major medical services will be \$100 per individual, not to exceed \$300 per family;
- Second medical opinions required for such elective procedures as bu-nionectomy, cataract removal, prostatectomy, total hysterectomy, deviated septum and knee surgery. Medical expenses connected with second opinion will be paid in full. Failure to seek an opinion will result in only a 50 percent (normal rate) reimbursement;
- New part-time employees will have to work at least halftime each bi-weekly pay period to be eligible for coverage;
- 100 percent URC reimbursement will be made for pre-admission diagnostic laboratory and X-ray examinations done prior to hospitalization. Otherwise, 80 percent of the normal fee will be paid if done while patient confined to hospital, unless medical necessity requires tests be performed.



DUTIES AND RESPONSIBILITIES of union secretaries was the subject of a recent meeting of union secretaries within Metropolitan Region II. CSEA Statewide Secretary Irene Carr, standing center, conducted the meeting, one in a series of similar sessions planned for secretaries in other regions.

# Current directory of participating dentists

ALBANY — The CSEA Employee Benefit Fund has just published a new list of dentists who accept the CSEA Fee Schedule as *payment in full* for covered services.

The directory will help you quickly locate dentists who have agreed (in writing) to accept the CSEA Schedule.

Dental plan participants are free, as always, to

choose any dentist they want. Moreover, publication carries with it no guarantees but it should be noted the following dentists have also agreed to discuss *before hand* the cost of any treatment not covered by the CSEA Plan.

Remember, the directory is published strictly for your information.

## REGION I

### SUFFOLK COUNTY

AMERICAN DENTAL CENTERS  
6180 Jericho Turnpike  
Commack, New York 11725  
516-499-0040

HARVEY CAPLIN, D.D.S.  
CAPLIN OSHER DENTAL CENTERS  
Hauppauge Professional Building  
111 Smithtown Bypass  
Suite 217  
Hauppauge, New York 11788  
516-724-0900

DR. HARVEY M. CHOIT  
Limited to Orthodontics  
496 Smithtown By-Pass  
Smithtown, New York 11787  
516-724-7788

MARVIN M. COHEN, D.D.S.  
900 Walt Whitman Road  
Melville, New York 11747  
516-423-5200

ROBERT DICTROW, D.D.S.  
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652 Suffolk Avenue  
Brentwood, New York 11717  
Specialty — Endodontics  
516-273-0988

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375 North Broadway  
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691 Montauk Highway  
Shirley, New York 11967  
516-399-4470

STEVEN M. GOLDBERG, D.D.S.  
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(Sears Shopping Center)  
Massapequa, New York 11758  
516-798-3300

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Central Islip, New York 11722  
516-234-5527

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516-724-0104

JACOB I. KAPLAN, D.D.S.  
2 Hingle Place  
Coram, New York 11727  
516-732-2657

PETER J. KAUFMAN, D.M.D.  
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1991 Union Blvd.  
Bay Shore, New York 11706  
516-665-3131

PAUL H. KNEL, D.D.S.  
31 Bette Ann Drive  
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516-588-4112

JEFFREY W. LEON, D.M.D.  
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Stony Brook, New York 11790  
516-689-8570

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359 Old Town Road  
East Setauket, New York 11733  
516-473-3366

NORMAL LUBELL, D.D.S.  
CAPLIN OSHER DENTAL CENTER  
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516-422-6066

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900 Walt Whitman Road, (Rt. 110)  
Melville, New York 11747  
516-423-5200

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Practice limited to Orthodontia  
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516-689-9822

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516-921-3319

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150 Broad Hollow Rd. (Rt. 110)  
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516-271-9384

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763 Montauk Highway  
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516-587-0953

DR. THOMAS E. GRAZIANI,  
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475 East Main Street  
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516-289-3331

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Middle Island, New York 11953  
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516-666-8818

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35 Broadway  
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516-735-1166, 3200

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11 Strathmore Road  
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516-487-1806

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83 Covert Avenue  
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10  
Rego Park, New York 11374  
212-426-1322

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36-34 Main Street  
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212-229-8010

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South Ozone Park, New York  
11426  
212-845-6223

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35-50 82 Street  
Jackson Heights, New York  
11372  
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11103  
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214-81 Jamaica Avenue  
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DEAN LAMBRIDIS, D.D.S., P.C.  
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Jamaica, New York 11435  
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MICHAEL R. RICHMAN, D.D.S.  
37-60 Junction Blvd.  
Corona, New York 11368  
212-639-7100

DR. RICHARD C. ROGOFF  
201-01 Northern Blvd.  
Bayside, New York 11361  
212-225-5715

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STANLEY GEOTES, D.D.S.  
66-55 Booth Street  
Rego Park, New York 11374  
212-896-9118

DRS. HAROLD AND JEROME  
STEIN  
32-34 Steinway Street  
Astoria, New York 11103  
212-728-3314, 3427

QUALITY DENTAL CENTERS  
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Queens, New York 11434  
212-523-3658

QUALITY DENTAL CENTERS  
1630-20 Jamaica Avenue  
Queens, New York 11432  
212-523-3377

DR. SAMUEL SIMMONS  
Practice limited to Orthodontics  
8800 Shore Front Parkway  
Rockaway Beach  
New York, NY 11693  
212-634-0403

## BROOKLYN

DR. RICHARD COPELL  
(Albee Dental Care)  
1 DeKalb Avenue  
Brooklyn, New York 11201  
212-237-0222

AMERICAN DENTAL CENTERS  
434A Gold Street  
Brooklyn, New York 11201  
212-858-9211

AMERICAN DENTAL CENTERS  
1212 Kings Highway  
Brooklyn, New York 11219  
212-376-6700

GEORGE J. FLEISHER  
HARVEY L. BASS  
1609 Avenue M Dental Center  
Brooklyn, New York 11230  
212-645-8200

DR. STANLEY R. BENSON  
DR. BRUCE CHUBAK  
1358-43rd Street  
Brooklyn, New York 11219  
212-436-2638

MICHAEL BLUMENFELD, D.D.S.  
One Hanson Place, Suite 903  
Brooklyn, New York 11217  
212-638-0700

C. BORLAM, D.D.S.  
575 Kings Highway  
Brooklyn, New York 11223  
212-376-0992

C. BORLAM, D.D.S.  
1159 Blake Avenue  
Brooklyn, New York 11208  
212-647-6343

ALLEN M. BRESSLER, D.D.S.,  
P.C.  
700 Nostrand Avenue  
Brooklyn, New York 11216  
212-774-7600

ALLEN M. BRESSLER, D.D.S.,  
P.C.  
1532 Flatbush Avenue  
Brooklyn, New York 11216  
212-859-0700

## Dental Health



Regular Check-Ups Are  
Important



DR. BARRY L. COHAN  
DR. SCOTT G. SANDLER, D.D.S.  
1834 Rockaway Parkway  
Brooklyn, New York 11236  
212-531-1918

DR. A. NORMAN CRANIN  
2120 Ocean Avenue  
Brooklyn, New York 11229  
212-339-8400

DR. BHADRESH D. DESAI  
393 Stone Avenue  
(Mother Gaston Blvd.)  
Brooklyn, New York 11212  
212-385-6900

NEW YORK DENTAL CENTER  
3049 Ocean Parkway  
Brooklyn, New York 11235  
212-946-4200

DR. PARIKH K. AMRISH  
111 Ocean Avenue  
Corner of Farrabut Road  
Brooklyn, New York 11210

MICHAEL R. RICHMAN, D.D.S.  
1110 Liberty Avenue  
Brooklyn, New York 11208

STARRETT CITY DENTAL  
GROUP, INC.  
1390 Pennsylvania Avenue  
Brooklyn, New York 11239  
212-642-8600

RONALD M. STAUB, D.D.S., P.C.  
and Associates  
5700 Avenue N  
Brooklyn, New York 11234  
212-253-7998

ANTHONY T. TUMOLO  
535-86 Street  
Brooklyn, New York 11209  
212-745-1331

DR. DONHUE WILSON  
253 Utica Avenue  
Brooklyn, New York 11213  
212-773-0227

QUALITY DENTAL CENTERS  
334 Knickerbocker Avenue  
Brooklyn, New York 11224  
212-456-8770

QUALITY DENTAL CENTERS  
235 Utica Avenue  
Brooklyn, New York 11213  
212-773-1753

QUALITY DENTAL CENTERS  
1217 Flatbush Avenue  
Brooklyn, New York 11226  
212-856-6784

QUALITY DENTAL CENTERS  
110-20 Flatlands Avenue  
Brooklyn, New York 11207  
212-444-5572

QUALITY DENTAL CENTERS  
1225 E. 77nd Street  
Brooklyn, New York 11236  
212-444-5566

QUALITY DENTAL CENTERS  
1465 DeKalb Avenue  
Brooklyn, New York  
212-865-8200

## STATEN ISLAND

RICHARD GELLER, D.D.S.  
Oral and Maxillofacial Surgery  
322 New Dorp Lane  
Staten Island, New York 10306  
212-987-4322

PHILLIP E. OTTERBECK, D.D.S.  
197 Heberton Avenue  
Staten Island, New York 10302  
212-720-4404

RICHMOND DENTAL SERVICES  
OF HYLAN, P.C.  
2760 Hylan Blvd.  
Staten Island, New York 10306  
212-987-3365

DR. MILTON L. ROBINSON  
1878 Springfield Avenue  
Maplewood, NJ  
201-763-0369

PHILLIP ROTHMAN, D.D.S., P.C.  
895 Hylan Blvd.  
Staten Island, New York 10305  
212-447-1975

## BRONX

AMERICAN DENTAL CENTERS  
1075 Grand Concourse  
Bronx, New York 10456  
212-293-6900

AMERICAN DENTAL CENTERS  
4234 Bronx Boulevard  
Bronx, New York 10467  
212-994-1800

ANDREW F. GOLD, D.D.S.  
505 Claremont Parkway  
Bronx, New York 10457  
212-299-3600

JEFFREY GRANT, D.D.S.  
2202 Grand Concourse  
Bronx, New York  
212-356-6389

STEVEN KANTOR, D.D.S.  
2202 Grand Concourse  
Bronx, New York 10457  
212-365-6389

MONROE KORNFELD, D.D.S.  
ERIC ROSENSTOCK, D.M.D.  
2035 Benedict Avenue  
Bronx, New York 10462  
212-792-0137

BARTLEY R. LABINER, D.D.S.  
2021 Grand Concourse, Suite  
508  
Bronx, New York 10453  
Practice limited to Oral and  
Maxillofacial Surgery  
212-583-6347

LAWRENCE LEVINE, D.D.S.  
3670 White Plains Road  
Bronx, New York 10467  
212-547-3333

ALAN PIZER, D.D.S., P.C.  
910 Grand Concourse #2A  
Bronx, New York 10541  
212-538-2410, 8000

ANDREW HALMOS, D.D.S., P.C.  
Practice Limited to Endodontics  
7 Bay 28th Street  
Brooklyn, New York 11214  
212-266-7900

More listings, page 8

# Current directory of participating dentists in the CSEA Fee Schedule Plan

## REGION III

AMERICAN DENTAL CENTER  
200 Hamilton Avenue  
White Plains, New York 10601  
914-949-6800

BENEDICT N. ANTONECCHIA, D.D.S.  
746 Central Park Avenue  
Scarsdale, New York 10583  
914-725-1000

DANIEL C. BARCIA, D.D.S.  
E. FISHKILL DENTAL GROUP  
Robert Mark Building  
Route 52  
Hopewell Junction, New York 12533  
914-896-5070

DAVID BLISTEIN, D.D.S.  
East Fishkill Dental Group  
Robert Mark Bldg. 2, Route 52  
Hopewell Junction, New York 12533 914-896-5070

HENRY L. BORISKIN, D.D.S.  
South Lake Blvd.  
Mahopac, New York 10541  
914-628-2993

HARVEY CAPLIN, D.D.S.  
PAUL OSHER, D.D.S.  
Caplin/Osher Dental Center  
10 W. Main Street  
Elmsford, New York 10523  
914-592-4100

DR. DONALD COHEN  
7 Elmwood Drive  
New City, New York 10956  
914-634-1500

FAMILY DENTAL &  
ORTHODONTIC SERVICES  
Kenneth W. Kalmanson, D.D.S.  
Corner Palmer Avenue &  
Fenimore Road  
Mamaroneck, New York 10543  
914-698-4410

DONALD FISHMAN, D.D.S.  
7 Strawtown Road  
West Nyack, New York 10994  
914-358-4600

EDWARD M. GRIFFIN, D.D.S.  
57 Main Street  
Walden, New York 12586  
914-778-5457

ROY H. JONES  
359 Main Street V  
Mt. Kisco, New York 10576  
914-666-7713

MARTIN H. KULICK, D.M.D., P.D.  
Route 52  
Carmel, New York 10512  
914-225-3636

MARC LEVINE/VICTOR KOSSELL,  
D.D.S.  
137 Pike Street  
Port Jervis, New York 12771  
914-856-7821

MID-HUDSON DENTAL  
Stephen E. Wilantewicz, D.M.D.,  
P.C.  
282 New Hackensack Road  
Wappingers Falls, New York 12590  
914-462-1118

MIDDLETOWN DENTAL GROUP  
453 Route 211 East  
Middletown, New York 10940  
914-343-2192

NORTH ROCKLAND DENTAL  
GROUP  
196 Ramapo Road (Route 202)  
Garnerville, New York 10923  
914-429-5322

QUALITY DENTAL GROUP  
279 Main Street  
Fishkill, New York 12524  
914-896-6066

CLIFFORD J. RAIMIST, D.D.S.  
40 Grove Street  
Middletown, New York 10940  
914-343-1115

EDWARD S. ROSENBLUM, D.D.S.  
1428 Midland Avenue  
Bronxville, New York 10708  
914-237-6847

EDWARD S. ROSENBLUM, D.D.S.  
1815 Palmer Avenue  
Larchmont, New York 10538  
914-834-0402

## REGION IV

ALBANY DENTAL HEALTH  
FACILITY, GHI  
130 Ontario Street  
Albany, New York 12206  
518-462-6568

SHARAD DESAI, D.D.S.  
HERBERT MOSKOWITZ, D.D.S.  
Zayre's Plaza  
Route 9 & Weeks Road  
Glens Falls, New York 12801  
518-798-9561

FREDERICK L. FISHER, D.M.D.  
2093 Western Avenue  
Guilderland, New York 12084  
518-456-5134

GUILDERLAND DENTAL  
20 Mall Shopping Center  
Western Avenue  
Guilderland, New York 12084  
518-869-7098

DR. STEWART A. KASKEL  
Practice Limited to Oral Surgery  
789 Madison Avenue  
Albany, New York 12208  
518-463-0004

JAMES LUO, D.D.S.  
1669 Central Avenue  
Albany, New York 12205  
518-869-1257

MADISON DENTAL ASSOCIATES  
789 Madison Avenue  
Albany, New York 12208  
518-463-0004

DR. HERB MOSKOWITZ  
Route 81  
Norton Hill, New York 12135  
518-966-5323

A. NOORANI, D.D.S.  
R. SHAH, D.D.S.  
153 Princetown Road  
Schenectady, NY 12306  
518-355-8205

DR. RUDOLPH A. RAMSEY D.D.S.  
281 Broadway  
Menands, New York 12204  
518-449-1334

J. J. ROSE, D.D.S., P.C.  
Westgate Building  
10 Russell Road  
Albany, New York 12206  
518-438-8426

DR. B. SAGUNARTHY, P.C.  
1801 6th Avenue  
Troy, New York 12180  
518-273-8931

DR. B. SAGUNARTHY, P.C.  
930 Crane Street  
Schenectady, New York  
518-372-6939

FRANK J. SGAMBELLONE,  
D.D.S., P.C.  
2592 Western Turnpike  
Guilderland, New York 12084  
518-355-9210

KENNETH D. SCHWARTZ, D.D.S.,  
P.C.  
433 State Street, Center City  
Schenectady, New York 12305  
518-374-1935

E. R. WHITE, D.D.S.  
Main Street  
Chestertown, New York 12817  
518-494-2113

## REGION V

DR. SAM S. FAIGNOLI  
22 Elm Street  
Delhi, New York 13753  
607-746-2225, 6533

DR. ABDUL H. NASAR  
Whitestown Dental Center  
Whitestown Shopping Plaza  
Whitesboro, New York 13492  
315-768-8161, 8162

PARKWAY DENTAL PRACTICE,  
P.C.  
105 Annetta Street  
Vestal, New York 13833  
607-798-7188

EDWARD J. ROOT, D.D.S.  
1530 Sunset Avenue  
Utica, New York 13502  
315-735-0131

WATERTOWN DENTURE CLINIC  
348 Woolworth Building  
Watertown, New York 13601  
315-782-4533

JOHN WISNIEWICZ, D.D.S.  
3416 Oneida Street  
Chadwicks, New York 13319  
315-737-9311

MARTIN & WINKLER  
500 South Salina Street  
Syracuse, New York 13202  
315-476-5489

## REGION VI

BRIGHTON DENTAL GROUP, P.C.  
125 White Spruce Blvd.  
Rochester, New York 14623  
716-424-5660

MELVIN BUTLER, C., D.D.S.  
2866 Bailey Avenue  
Buffalo, New York 14215  
716-838-6633

DR. KENNETH COHRN  
4245 Union Rd.  
Buffalo, N.Y. 14225  
716-631-3882

A.M. DENSMORE, D.D.S.  
91 South Main Street  
Perry, New York 14530  
716-237-2320

DENTURE CENTER OF BUFFALO  
91 Grant Street  
Buffalo, New York 14213  
716-886-2336

DENTURE CENTER OF BUFFALO  
189 Niagara Falls Blvd.  
Amherst, New York 14226  
716-834-1133

DAVID M. GOLDSTEIN, D.D.S.,  
P.C.

Professional Dental Center  
1430 Main Street  
Buffalo, New York 14209  
716-883-1400

RUSSELL S. SEIDNER, D.D.S.  
Practice Limited to Orthodontics  
817 Main Street  
Niagara Falls, New York 14301  
716-285-1188

RUSSELL S. SEIDNER, D.D.S.  
Practice Limited to Orthodontics  
523 Delaware Avenue  
Buffalo, New York 14202  
716-886-4430



# SUNYA workers protest 'lock-out'

**'Let our members decide if they want to work or not on the Fridays following holidays which fall on Thursdays.'**

ALBANY — For the seventh straight year, members of CSEA State University of New York at Albany Local 691 conducted informational picketing at their closed worksite on the Friday following Thanksgiving.

The workers were protesting the SUNYA administration's traditional "lock-out" of its public sector employees for alleged "energy conservation reasons."

This year while picketing, the participants observed that the gym was in full use, fully-heated and brightly-lighted, and that private sector subcontractors were busy working on various projects at the campus complex.

"All we are asking is that the SUNYA administration let our 760 members decide if they want to work or not on the Fridays following holidays which fall on Thursdays," William Fetterling, CSEA Local 691 president, said.

During the seven years of this ongoing battle, SUNYA has forced its employees to use various leave credits to cover ordered absences on the Fridays following Christmas and New Year's as well as the Friday following Thanksgiving.

"If our members decide to work, then the administration can make appropriate arrangements so that the majority of the campus buildings would not have to be heated," Fetterling said. "Work locations could be consolidated. Our members would be cooperative enough to work at different sites on those days. Unfortunately, the SUNYA administration has never tried this approach."

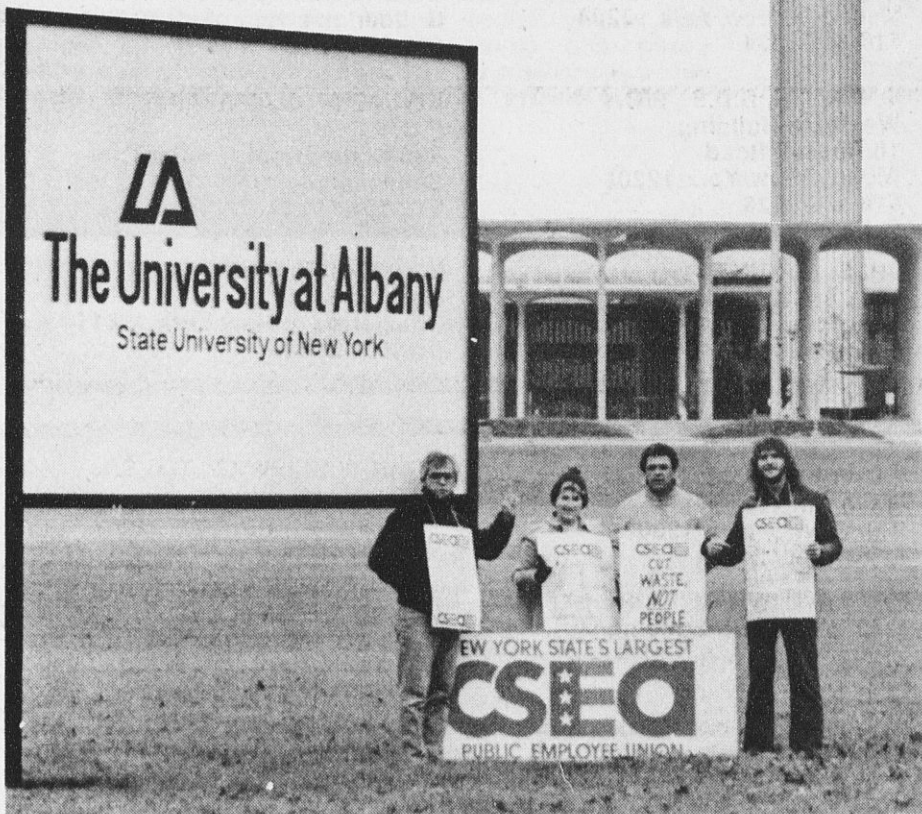
At noontime on Nov. 24, a contingent of SUNYA picketers, led by Capital Region President Joseph E. McDermott, demonstrated in front of the SUNYA Central Administration building in downtown Albany.

Final arguments on the lock-out, which has already gone through the PERB procedure and the courts, are scheduled before the PERB Board on Dec. 29.

"We hope to be working next year," Ellen Fontanelli, Local 691 executive vice president, said.



**WE WANT TO WORK** — State University of Albany Local 691 members protest their lock-out on the day after Thanksgiving . . . Above, Capital Region President Joseph McDermott leads demonstration in front of the SUNYA Central Administration building. Below left, several informational picketers stand before the main entrance of the campus; below, a trio of protesters, who'd rather be working than walking a picket line.



## Lyons fills Labor Dept. board seat

ALBANY — Jeanne Lyons has been elected to represent Department of Labor members on CSEA's statewide Board of Directors, defeating candidates Denis J. Tobin and Elaine Todd in last month's balloting.

Lyons currently serves as president of DOL Local 670 and chairwoman of the statewide DOL labor/management committee, and is a member of the Region IV Executive Committee. She is a member of the union's

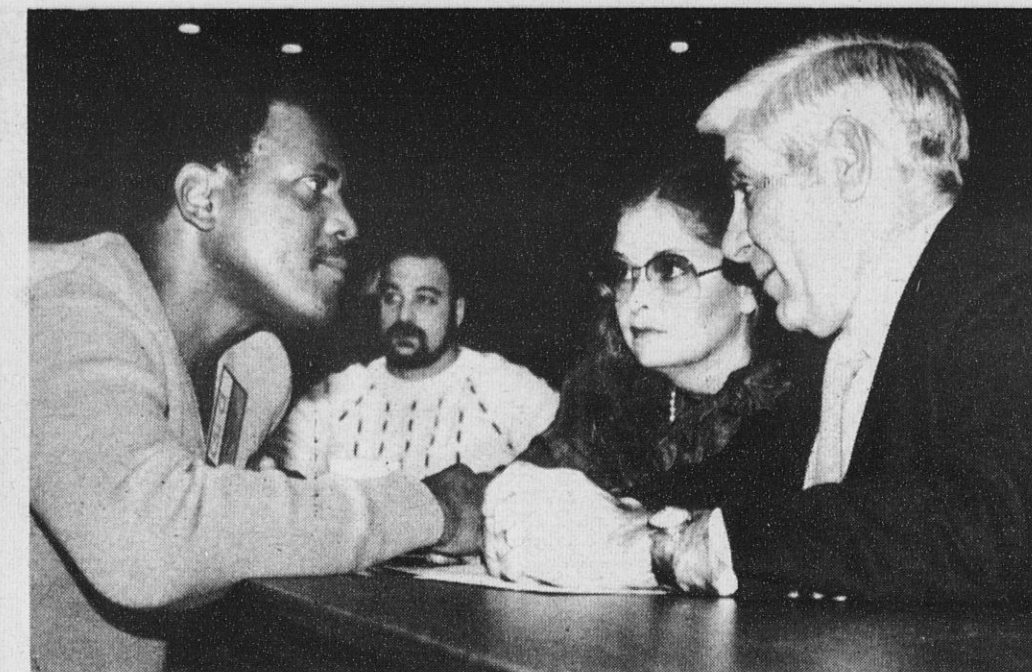
statewide Membership Committee and over the years has served on her local's membership, women's, EAP, and safety and health committees.

The Troy resident also finds time to serve her community as a hospital volunteer, a Camp Fire group leader, and a member of the women's auxiliary of a volunteer fire company.

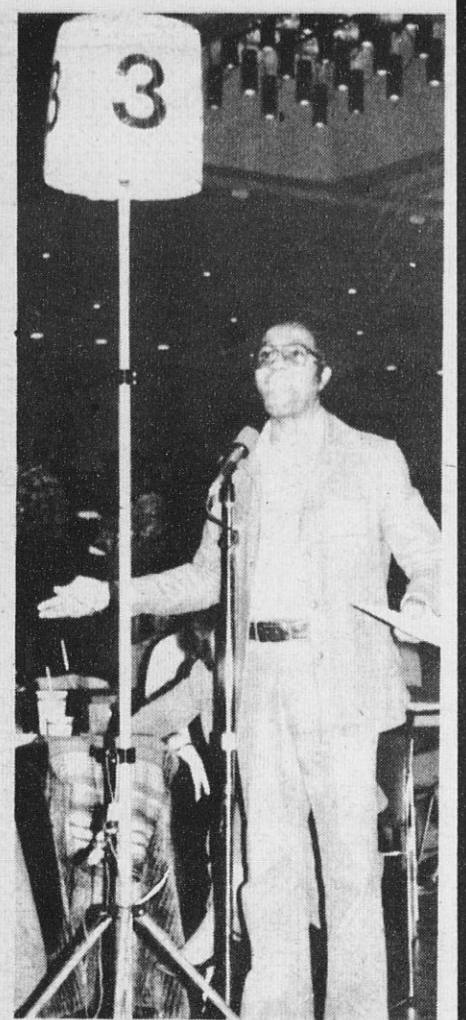
DOZEN OF DELEGATES approached the microphone to take strong stands for and against the reorganization proposal.



NEARLY 700 delegates from around the state gathered for the first reading of a controversial proposal to restructure the union's board of directors.



ARE YOU SURE? — Three delegates from Long Island question the recommendation offered by a special committee to investigate a reorganization of the board of directors.



# Delegates debate, defeat proposal

## Board of Directors remains unchanged

ALBANY — In what was modestly termed a "division of the house," speaker after speaker at the Special Delegates Meeting here earlier this week voiced strong arguments for and against the narrowly defeated Board of Directors reorganization proposal.

The proposal, offered by a special committee assigned to investigate a reorganization of the board, met stiff opposition after Committee Chairman Nicholas Abbatiello's introductory remarks.

Abbatiello asked the delegates to "be patient and really listen to the merits of the proposal," since the union has been trying to equalize representation on the board for nearly five years.

But hours later, after a healthy, if heated,

debate in which scores of delegates participated, the majority of delegates present determined that it was an idea, at least in that concept, whose time has not yet come.

Delegates with opposing points of view on the subject emphatically stood their ground. On the one hand, there were those who saw too much representation embodied in too few Board members; and those who argued that the committee's plan for restructuring would cut the Board in half without true representation. Significantly, even many of those who spoke in opposition to the proposal being considered acknowledged that some changes might be in order, but that this proposal was not their idea of a solution.

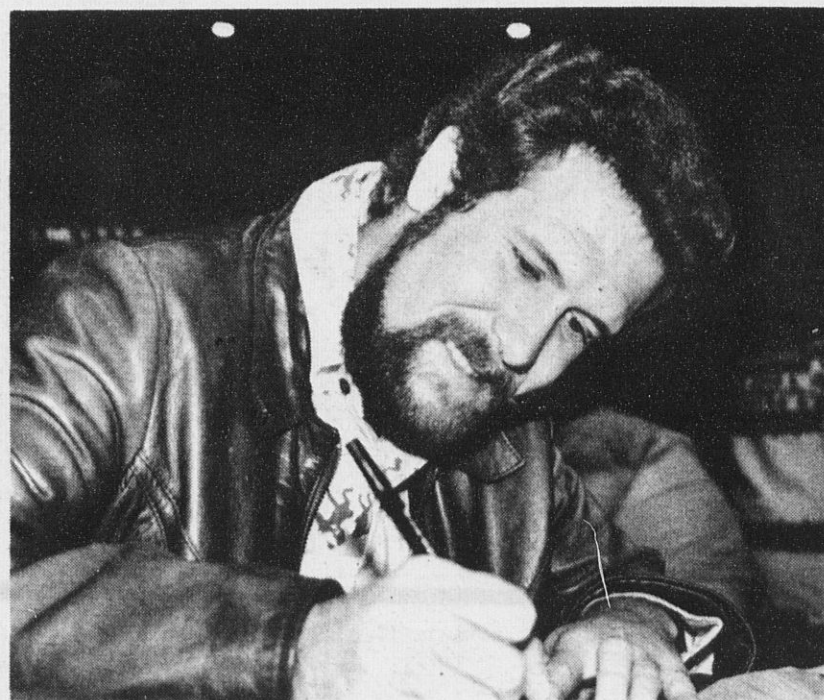
One delegate likened the recommendation to reduce the size of the Board to a surgeon with a scalpel, but another responded that a smaller Board would be more workable and more effective.

There were those who felt that the plan, drawn up under jurisdiction of a motion at the October Delegates Meeting in Buffalo, was done too quickly, but there were others who said they felt some effort to reorganize the Board was long overdue and that the proposal represented a start in that direction.

On this particular day, those who opposed the proposal outnumbered those who wanted the change.



NICHOLAS ABBATIELLO, chairman of the committee to study the proposal, was on hand to answer delegate's questions. Below, a Region IV delegate makes a point during open debate.

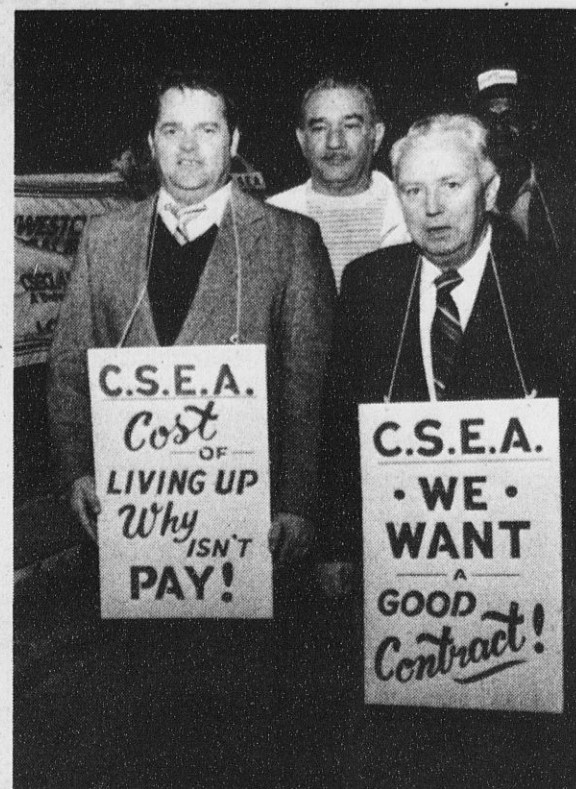


JOTTING DOWN THE SPECIFICS of the reorganization proposal was a delegate from the Region I contingent. At right, delegates share their views on the issue.



PROPOSAL UNDER REVIEW — A Region III delegate, right calls for a roll call vote as two Region III delegates in photo below share their views. Urging defeat of the proposal are a Region IV delegate, bottom center, and a Region V delegate, far right.





**MARCH IN FREEPORT** — CSEA Long Island Region I President Danny Donohue and Regional Director William Griffin, in photo left, lead dozens of CSEA members in protest of an imposed contract that is strongly

disapproved of by the employees . . . at right, union activists from several other CSEA locals and units rallied in support of the Freeport members prior to a public hearing which resulted in the imposed contract.

## Members protest imposed Freeport contract

**FREEPORT** — Ignoring a mass demonstration of CSEA members, the Village of Freeport last month imposed a contract that included a "cap" on rising insurance costs which requires Freeport employees to pay a portion of health insurance if costs exceed the "cap" level.

The one-year contract also includes an 8 percent raise inclusive of the 3.8 percent increment and alters the terms and conditions of employment — according to Bob Ford, president of the Freeport unit of Local 830.

"The cap on health insurance is a grave injustice," said Ford. "Moreover, the raise is inadequate and especially hurts the 55 to 60 members on the top step who do not qualify for increments."

Ford said that the change in the terms and conditions of employment is a violation of the recently-enacted law known as the Triborough Doctrine, which prohibits municipalities from unilaterally withdrawing benefits from employees.

Ford was meeting last week with Local 830 President Jerry Donahue and

CSEA attorneys to discuss legal action against the village. Local 830 has already filed an improper practice charge against the village for violating the Triborough Doctrine.

Before the public hearing at Freeport Village Hall, protestors from the unit, Local 830, Local 852, Region I and Local 860 as well as state employees from the Long Island State Parks Local 102 and Department of Transportation Local 508 demonstrated for more than an hour.

## Region V PAC members discuss election efforts

**UTICA** — Regional President James Moore praised successful election efforts and future election projects were discussed when members of the Region V Political Action Committee met here recently.

According to Dorothy Penner, committee chairwoman, the turnout of 18 committee members from throughout the 20-county region reflected the overall enthusiasm and dedication shown during the recent campaign and election periods.

"The committee has come a long way in the past few years," Penner said. "After reviewing the percentage of candidates we helped — from the governor to the local level — it clearly shows what can be accomplished by working together as a CSEA team."

As for future projects, the committee discussed improving voter registration, instituting educational workshops for PAC members, and legislative issues for 1983 to be submitted to the statewide committee in Albany.

Committee members at the meeting included Robert Allen, Chemung County; Alene Beall,



**VICTORY SMILES** reflect the satisfaction of Region V Pac committee members at a recent meeting. Shown left to right are Alene Beall, Dorothy Penner, committee chairwoman, Kermit Pearl and Keith Zulko.

Broome County; James Bishop, Onondaga County; Joseph Frank, St. Lawrence County; Richard Grieco, Jefferson County; Dale Mumbulo, State Veteran's Home, Oxford; Kermit Pearl, Marcy Psychiatric Center; Doris Pratz, Willard Psychiatric Center; Kenneth Bailey, Judicial Local 334; Arthur Collins, City of

Oneida (Madison County); Joseph Cosentino, St. Lawrence Psychiatric Center; Ed Lavin, Ft. Schuyler Local 014; Thomas Ward, Elmira Psychiatric Center; Anne Maywalt, Utica Area Retirees Local 902; Keith Zulko, Binghamton Psychiatric Center; Ralph Young, Region V First Vice President (Observer).

## Metro Region director resigns

**NEW YORK CITY** — George Bispham has resigned as director of CSEA Metropolitan Region II to accept a position as a regional coordinator for AFSCME's Field Services Department.

In his new position, Bispham will be involved with coordinating AFSCME organizing and support activities to councils and locals in parts of the East and South.

Bispham leaves after serving CSEA for nearly 12 years. He joined the union as a field representative, and was promoted to Region II director in 1974.

Region II President George Caloumeno reports that staff services to Region II members are continuing under the direction of Long Island Region I Director William Griffin until a successor to Bispham is appointed. Applications for the position are currently being reviewed by CSEA.

# Reclassification study of clerical titles to be launched at Labor Department

NEW YORK CITY — As a result of negotiations with CSEA, the Department of Labor has agreed to undertake a reclassification study of all clerical positions throughout the department with an eye toward upgrading the positions.

The agreement came at a meeting of a special labor/management committee formed to monitor the implementation of the department's new BOLTS computer system in Unemployment Insurance (UI) field offices in Metropolitan Region II.

The reclassification study, however, will not be

limited to Region II; it will focus on the four UI field offices in the region currently on the BOLTS system and four field offices upstate. The upstate offices to be included in the study are yet to be selected.

Department of Labor Local 350 President Denis Tobin hailed the agreement, but cautioned that any upgrades in clerical positions "will not come for quite a while."

CSEA Collective Bargaining Specialist Jim Cooney pointed out that the results of the reclassification study will be reported to the

statewide Department of Labor labor/management committee, and then any recommendations by the department for upgrades will be submitted to the Department of Civil Service.

"If the Department of Labor does not recommend upgrading the clerical positions," he said, "CSEA will make its own upgrading proposal to the Department of Civil Service."

The study, scheduled to begin in January 1983, will be the first reclassification study in the Department of Labor since 1968.

## Mamaroneck Schools ratify pact



**MAKING IT OFFICIAL** — Signing the contract are, from left, CSEA Unit President Paul Fortuna and School Superintendent Paul McDevitt. Looking on, from left to right, are negotiating team member Paul Abrahamson, Field Representative Larry Sparber, School Administrator Ronda Gersten and CSEA Westchester County Local 860 President Pat Mascioli.

**MAMARONECK** — An agency shop, annual wage hikes of 7.5 percent plus increments, a better salary schedule, and an improved benefits package are all features of a three-year contract recently ratified by the Mamaroneck School District Unit of Westchester County Local 860.

Field Representative Larry Sparber explains that the accord, retroactive to July 1, contains such major improvements as: CSEA Employee Benefit Fund dental plan effective April 1, 1983; CSEA Employee Benefit Fund vision care plan starting July 1, 1983; retirement benefit 41j, which permits up to 165 "sick days" credit; and improved longevity schedule. In addition, effective July 1, life insurance coverage will be equal to annual base salary.

Other improvements include the exten-

sion of personal leave usage to include family illness; an option for employees to work during vacation time and be compensated by regular pay while also collecting vacation pay; a 12 percent night differential starting July 1, 1984; eligibility for dental, optical, disability and retirement benefits for part-time employees; and, starting July 1, 1984, all members of the bargaining unit will be covered by state Disability Insurance Plan.

In addition to Sparber, the unit's negotiating team included Unit President Paul Fortuna, Tess Gainey, Paul Abrahamson and Izzy Belowich. In praising the agreement, Fortuna said, "The school district has finally recognized the importance of non-instructional employees."

## At Willard Psychiatric Center:

### New approach to old problem yields 'spectacular' results

**WILLARD** — Sparsely attended membership meetings is a problem that confronts most union locals. It was a problem facing Willard Psychiatric Center Local 428, and Local President Hugh McDonald decided to do something about it.

Instead of scheduling the usual evening membership meeting, last month McDonald set up a series of meetings during lunch hours to accommodate day shift employees, and will be conducting special night meetings to accommodate employees on the other two shifts.

On Nov. 16, McDonald held a membership meeting luncheon between the hours of 11 a.m. and 1 p.m. to allow the members working the day shift to take their lunch hour in the recreation hall and have various portions of their CSEA contract explained to them.

The meeting was attended by personnel during their respective lunch periods and the results, said McDonald, were spectacular. Some 200 to 250 employees attended in four segments to listen to McDonald's reports on the contracts in all three state bargaining units: Operational, Administrative and Institutional.

On hand to help answer questions were Dan Jarnot from the Office of Employee Relations and Jack Miller, CSEA field representative. Other staff were also available.

To further expand upon this approach, McDonald and Miller are planning a meeting of the night shift membership at the facility between 10 p.m. and midnight — an hour before the 11 p.m.-7 a.m. shift begins and an hour after the 3 p.m.-11 p.m. shift ends. This session will be held in early December, but a definite date has not yet been set.

McDonald called his new approach to membership meetings a "complete success," and said it may be used four times a year.

"Since this type of membership meeting was so well-received, I intend to carry it into the future, since many employees have questions and it is virtually impossible to contact each and every one of them individually," McDonald said.

"Through functions such as this, the membership will be afforded a more convenient opportunity to have their questions answered."

## 'Cover-in' legislation decision appealed

**ALBANY** — A state Supreme Court (Queens County) decision which upheld the constitutionality of 1980 "cover-in" legislation for employees of the Unified Court System has been appealed.

The legislation, enacted at CSEA's urging, was required because a large number of provisional appointments were made between 1976 and 1979 when the court system was restructured. The "cover-in" pro-

vided that employees who had served satisfactorily in their positions for one year would be granted permanent competitive class status. This did not affect employees in New York City.

CSEA says it will now file legal papers in support of the legislation's constitutionality, according to CSEA Attorney Stephen J. Wiley.

# CSEA contract negotiations mindful of a prize fight

Will the City of Watervliet and its Civil Service Employees Association employees ever reach a contract settlement?

Fifteen of the 24 CSEA employees were at Thursday's hearing hoping they would. The men, who are employed as laborers, maintenance people, motor equipment operators and clerks in the city's highway and water departments, have been without a contract since Jan. 1.

Francis J. Higgins, a factfinder hired by the Public Employment Relations Board, recommended that the employees receive a 7 percent wage increase, new employees share in health costs and two 10-minute breaks be given.

The hearing on the factfinder's report reminded me of a prize fight. I was wondering if Dave Zyglewicz of Watervliet, who recently won a professional heavyweight fight against Clyde Mudgett of Indi-

rate because Higgins was stating his opinion based on an assumption. He tries to avoid any punches and begins to use an overhead projector to show statistics that reveal how the city's CSEA employees are paid more than those from four other nearby communities. He trips over the cord, but manages to keep his balance to add that with the 4.8 percent wage increase the city is offering, they would be one of the highest paid CSEA employee unions in the area. Those from Colonie, Troy and Schenectady would be slightly more.

He returns to his corner.

Joe comes out swinging, ready to throw the first punch. With a right jab, he says the city has all kinds of money and wonders why they will not pay the men what they want. With a left jab, he says the city can only afford a 4.8 percent raise now, but in March it was a \$

percent raise. Where is the money now? he asks.

Nick tries to come back, but takes a fall. He said the city did make that offer along with the total package (health costs and breaks), but the men rejected it. But Nick was saved by the bell when no one questioned why he did not reveal where that extra 1.2 percent is now.

Round two. This time, their teammates tangle in the ring.

Gilchrist unleashes a powerful hook. He uses the overhead projector to show where the city's money is budgeted. He throws a jab at Higgins, saying he did not back up his recommendations with any facts. He said Higgins assumes that the city has an unreserved balance of \$845,698, when in fact the city only has \$34,951 cash in the fund. The \$845,698 would exist if the city collected all its taxes and had no deficits

are cash or easily can be together, these accounts indicate that more than \$1 million in assets are not being used in the 1982 budget, which is more than the entire tax levy for 1982, she said. Of course, all of these assets are not held in cash, but many of them either

converted into cash, she added. Kathy now tries for a knockout.

The difference between the 4.8 percent increase proposed by the city and the 7 percent recommended by the factfinder is 2.2 percent, or \$6,441. This is less than three-tenths of 1 percent of the city's general fund budget and less than seven-tenths of 1 percent of the tax levy, she said. CSEA is not talking about hundreds of thousands of dollars or huge increases in the tax levy, she said. The CSEA is talking about \$6,441, which already is provided for in the 1982 budget, she said. "We are asking for only \$6,441 when the city has more than \$1 million of funds not being utilized," she added.

Mayor J. Leo O'Brien stepped into the ring and went for the eight count, calling the City Council into an executive session to review the issue.

or bills to pay, such as salaries, he added.

He returns to his corner.

Kathy comes out after being pummeled into the ropes. The city only appropriated \$88,600 of the \$845,698 unreserved fund balance, she said. The city had a contingency account, specifically identified for salary increases, budgeted at \$122,324, or 8.2 percent of general fund salaries. She also said there were revenue accounts budgeted significantly below previous years' receipts and that the cost of the CSEA settlement would be relatively small.

Together, these accounts indicate that more than \$1 million in assets are not being used in the 1982 budget, which is more than the entire tax levy for 1982, she said. Of course, all of these assets are not held in cash, but many of them either

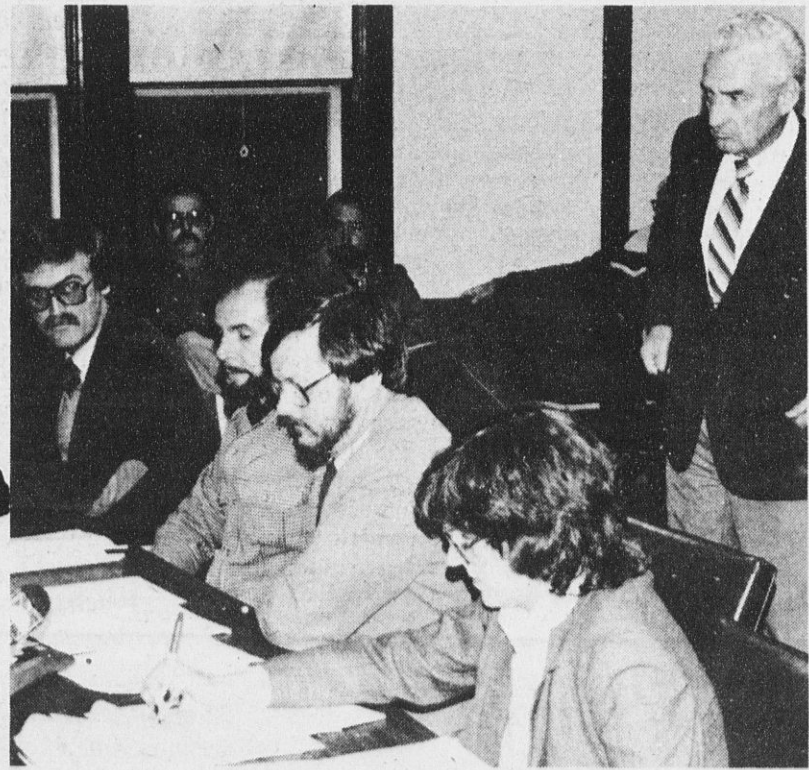
## Sparring and jabbing in legislative hearing resembles prize fight to Watervliet reporter

**WATERVLIIET** — It is not uncommon for either side in a labor-management confrontation to speak of the situation in physical terms. They "battle" each other, "fight" for what they believe is due, "blast" one another in a verbal "war."

Kathleen Ryan, a reporter for the Troy (N.Y.) Times Record, saw that type of intensity and maneuvering in a recent legislative hearing proceeding between CSEA representatives and representatives of the City of Watervliet. In a lengthy article (see left), Ms. Ryan wrote that the situation reminded her of a prize fight — a boxing match. She saw the ebb and flow of the proceedings as resembling punches by both sides.



**REEDY LANDS A SOLID JAB** — CSEA Collective Bargaining Specialist Joseph Reedy, surrounded by media from the Capital area, launches into his legislative hearing presentation in the City of Watervliet.



**WATERVLIIET CITY MANAGER** Michael Gilchrist, standing right, jabs away at fact finder's report while, seated from left, CSEA Field Representative John Cummings, Watervliet Unit President Joseph Baron, Collective Bargaining Specialist Joseph Reedy and CSEA Budget Examiner Kathy Albowicz, listen.



**RETIREMENT DINNER** — On hand to honor Genevieve Clark, right, were CSEA President William L. McGowan, left, Sister Jacquelyn Clark, her daughter, and retired Region VI Attorney Howard Sandler.

# A very fond farewell for GENEVIEVE CLARK

**'My heart will be with CSEA forever'**

**BUFFALO** — To know her is to love her and to be loved by her.

Those were the sentiments of the many who gathered to honor Genevieve Clark, as she retired with 28 years of state service as a surgical nurse at Roswell Park Memorial Institute Twenty-three of those years were in service to her fellow CSEA members, most recently as Region VI first vice president.

Gen, as she is affectionately known, is like everybody's favorite aunt or sister, always ready to give a warm hug and kiss on the cheek and a pat of encouragement.

But that warmth and smile, say her admirers, don't tell the story of her steady, consistent concern and involvement in more than two decades of exemplary service to her state and union. It also doesn't tell the story of a young widow who struggled to raise two daughters while performing demanding job and union duties.

"I've loved every minute of it," said Gen recently, as she recalled how she started out in Local 303 as a delegate more than 23 years ago, when CSEA was more of a social club. "It was the Western 'Conference,' and the locals were 'chapters' and we had no idea then of the growth that was yet to come in CSEA."

As CSEA matured over the years, so did the duties and activities of Gen Clark. Responsibilities as a delegate, as secretary of Region VI, and as third, second and first regional vice president have all been worn on the shoulders of this ever-smiling, warm woman.

But that isn't all she did in behalf of her fellow members. "I really enjoyed being in-

involved in the election process," she said of her long-standing role on the Election Procedures Committee. "Elections are so important and it is one of the most basic acts of union membership, voting for your representatives."

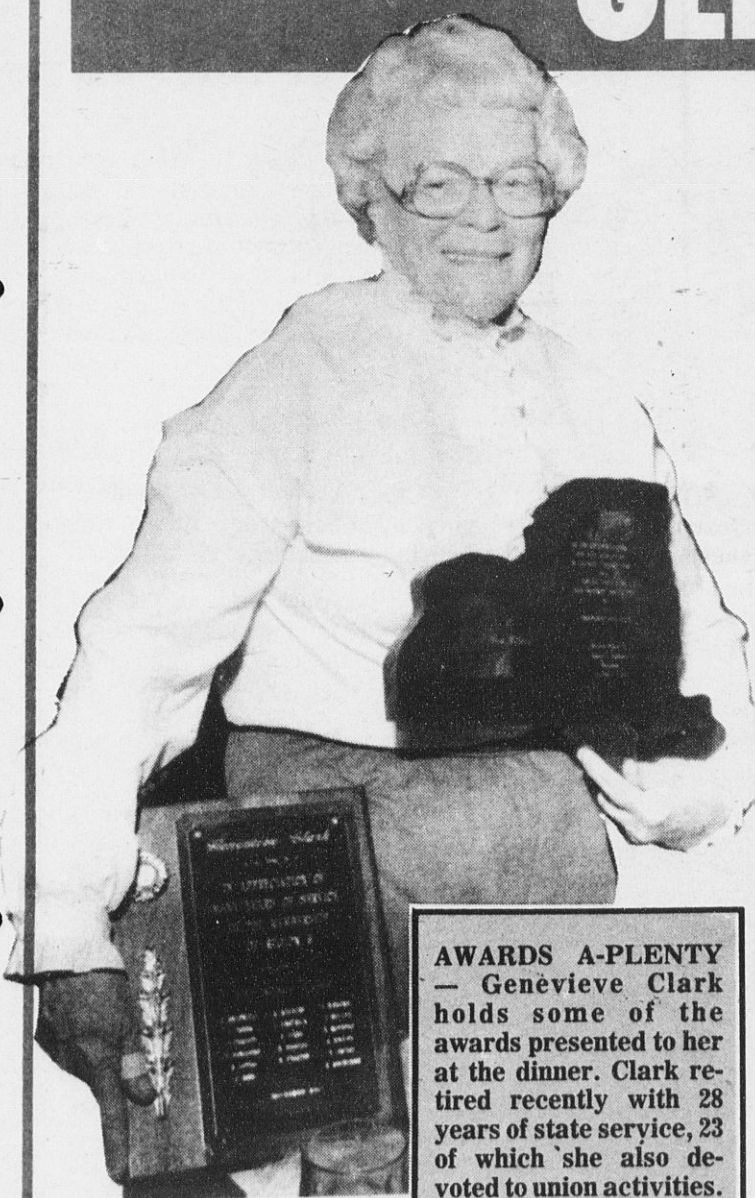
"But I also enjoyed working as a board member on the Health Committee and the Personnel Committee." And negotiations are another love, she said, noting her role as an institutional bargaining unit negotiator from 1968 to 1979.

Given all this, it's not surprising, then, that when CSEA President William L. McGowan, Region VI President Robert L. Lattimer and others gathered to honor her, the continuous words of praise formed a symphony of accolades "that brought music to my heart," said Gen Clark.

Notes of praise for the unionist were also sung by CSEA Attorney Marge Karowe, who served as mistress of ceremonies; Charles Sandler, retired Region VI attorney; Dr. Gerald Murphy, Roswell Park director; Jack Conroy, of the state Health Department; Region VI Director Lee Frank and several friends and co-workers.

"My work at Roswell has been very rewarding, even though it was intense and demanding," said Clark. "I have loved all my union work. I hate to give up my union work and my friends and associates from over the years, but my heart will be with CSEA forever."

And what will she do in retirement? "I don't know. Maybe they'll find something for me to do," she reflected as she prepared to leave for her final board meeting and an election count in Albion.



**AWARDS A-PLenty** — Genevieve Clark holds some of the awards presented to her at the dinner. Clark retired recently with 28 years of state service, 23 of which she also devoted to union activities.

## Two Suffolk school units reach agreements

Two units of Suffolk Educational Local 870 have reached three-year contract settlements.

The Mount Sinai School District unit ratified a settlement providing 9 percent increases in each year, plus increased longevity, increased mileage reimbursement and increased night differential, and paid holidays and sick time for part-time workers. Unit president is Barbara Danowski.

The Bayport-Blue Point School District unit gained 10 percent pay increases in each of the first two years and a wage reopening in the third year, plus better pay for weekend checking of buildings and the right to convert unused personal leave to an extra sick day. Unit president is Charles Jarvis.

Both units were assisted in negotiations by CSEA Field Representative Jim Walters.

## IP filed against Albany County:

# Union charges 'flagrant abuse of negotiations process' over health coverage withdrawal

ALBANY — CSEA has filed an improper practice charge against Albany County, charging unilateral termination of the county employees' health insurance coverage without prior negotiations with the union.

The county currently participates in the New York State Health Insurance program and the county has already informed the Civil Service Department, which administers the health plan that intends to withdraw from the plan Feb. 1, 1983.

"This is a flagrant abuse of the negotiations process," Patrick Monachino, CSEA collective bargaining specialist, said concerning the county's action.

"Health insurance is a major term and condition of employment. All terms and conditions of employment are negotiable. They can not be changed by one side or the other. But Albany County has always wanted to have PERB rules and regulations applied only to the unions and not to management. However, that's not going to work this time."

Monachino explained that in several recent situations various public employers have changed from the state health coverage plan to self-insurance programs or to other carriers, but in the majority of the situations the employers recognized their obligation to negotiate the change with the employees' collective bargaining agent.

"Not only will our members and their families be upset with the change but the county will have to be responsible to all of its retirees for any adverse situation which may develop," Monachino reported.

"When Schenectady County first attempted to switch programs without union negotiations, the letters of protest came from retirees as far away as Italy. People are always concerned about their health insurance coverage and they don't like to see any changes without proper input and protection."

PERB will be scheduling an informal conference on the charge in the near future.

## Public Service EAP Pact



SIGNING an EAP pact is Wilbur Beamer, right, president of Public Service Local 675. Seated with him are Avrom Krolenz, left, and Paul Giogia, PSC chairman. Standing left to right are Pete Nardiello, CSEA EAP representative, Mary Ellen Mangino, Hugh Gordon, Beatrice Smith, Mary Ann DuCharme and Sy Kouger.

## REMINDER:

### Open enrollment for CSEA group life insurance ends Dec. 10

The Special Open Enrollment Period for the CSEA Group Life Insurance Plan ends December 10, 1982. This means that if you are under age 50 you can get this life insurance without answering any of the medical questions on the application — regardless of your physical condition. If you are over age 50, simply complete the short statement of health.

This offer is made to CSEA members only so if you are not a member you may apply for CSEA membership and insurance protection at the same time.

Nearly 75,000 CSEA members have this low-cost group insurance that has paid out over \$140,000,000 in death benefits to the survivors of CSEA members. Remember, the deadline for this Open Enrollment is December 10.

## North country SEFA campaign has union backing

GLENS FALLS — Joseph W. Kennedy, superintendent of the the Mt. McGregor Correctional Facility, has been appointed chairman of the State Employees Federation Appeal (SEFA) portion of the ongoing United Way Campaign in the tri-county area, which covers Warren, Washington and northern Saratoga County.

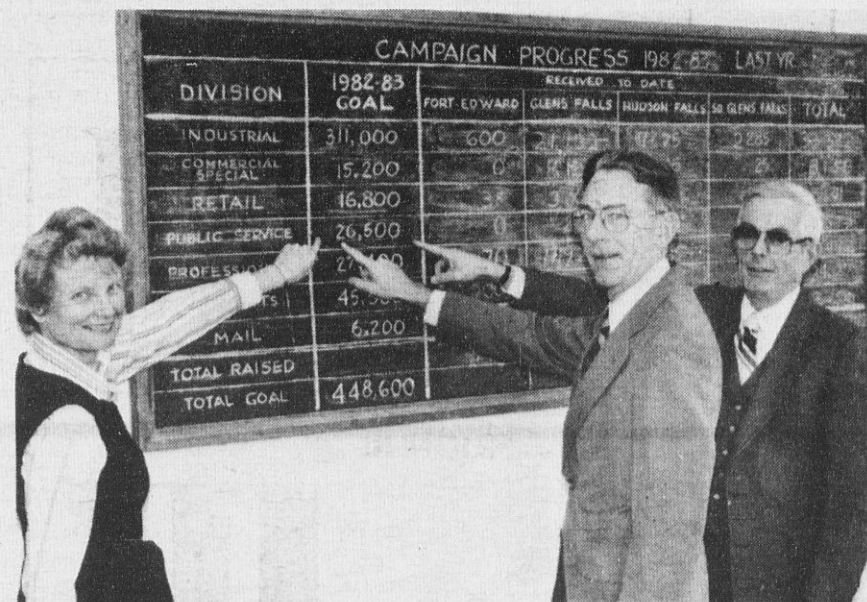
Kennedy, a public employee since 1959, will be working closely with United Way Executive Director Jane Caffry and Civil Service Employees Assn. (CSEA) Capital Region Director John D. Corcoran Jr., public employee union liaison on the SEFA Committee, to generate support for the SEFA drive among the public sector work force in the tri-county area.

"This campaign is aimed at making the public employees aware of the fact that contributions made to the tri-county SEFA campaign provide funding for services available in this area for local residents of local communities," Kennedy stresses.

"State, county, city, town, village and security employees in this area now have an opportunity through the tri-county SEFA to aid their own neighbors and needy friends through the local United Way campaign. I'm sure that will be supportive," Ms. Caffry, United Way Executive Director, noted.

"Due to the close cooperation of the Northern United Way with the goals and ideals of CSEA, I am happy to inform all of our local CSEA membership in this area of the Capital Region of CSEA that their full participation and support of this tri-county SEFA effort is anticipated. This program allows one gift, donated through payroll deductions, to serve the needs of many," according to CSEA Capital Region Director Corcoran.

The SEFA goal is \$6,000.



SEFA CAMPAIGN in the tri-county area covering Warren, Washington and northern Saratoga County has full support of CSEA. Checking out the campaign objectives are, from left, United Way Executive Director Jane Caffry, SEFA campaign chairman Joseph W. Kennedy, and CSEA Capital Region Director John D. Corcoran Jr.

# If you need a flu shot, get it soon

Should you get a flu shot before this coming winter sets in?

The answer depends on your age and general state of health, as well as other considerations best determined between you and your doctor.

Many medical authorities advise flu vaccination for people who fall into several categories. Are you suffering from a chronic illness such as diabetes, heart or kidney disease, anemia? Are you over 65? Are you a heavy smoker? Do you have a breathing problem — asthma, for instance?

If you answered "yes" to any of those questions, it would probably be a good idea to check with your doctor.

Flu vaccination is also considered useful for pregnant women in the second and third trimesters. But, here again, the decision is an individual one between you and your doctor.

There are a couple of important points you should remember about flu vaccines:

First, they take about two weeks after injection to become effective. They won't do any good if flu symptoms already have appeared.

Second, immunization against known strains of flu virus do not protect you against any new strains

which crop up regularly. That's why medical scientists are continually trying to get the jump on this devilish bug that can change its identity from one flu season to the next.

At one time, there probably was a single ancestor of today's family of viruses that cause influenza in humans. And, as in most families, the offspring develop different "personalities," ranging from the relatively inoffensive to the totally malevolent. Influenza C may make you feel generally out of sorts, but is rarely a major health problem.

Influenza B can cause large outbreaks and much serious illness, but it is usually far less life-threatening than the really bad apple of the flu virus family. Influenza A is the type that can sweep around the world in a matter of months, causing millions of cases of flu and many thousands of deaths.

Not only is it the worst of the lot, Influenza A is also the most adept quick-change artist, although its kin are also able to switch identities. It is this ability to change that makes one season's flu vaccine relatively ineffective against another winter's flu outbreak. But scientists are beginning to unravel the mystery.

It appears that this variability of the flu virus has something to do with the unusual packaging of the genetic material inside each virus particle. Unlike other viral genetic material, which commonly forms a single continuous strand, the genetic material of flu viruses consist of eight separate pieces of RNA (ribonucleic acid). Each of these pieces contains the codes for one or more of the proteins and other products which the virus needs.

Because the flu's RNS — its identity card — comes in eight pieces, it is believed that this makes it easy for the various pieces to be shuffled around among different flu viruses.

But scientists now hope they can make this multi-talented flu virus outsmart itself. One of the main objectives of current research is to find a way to outwit the changeable virus and turn its quick-switch ability into an instrument for its own destruction.

Dr. Edwin D. Kilbourne of Mt. Sinai School of Medicine in New York and internationally known expert on influenza, believes this is possible. He thinks the flu's variability someday might be used to develop strains that would be highly infectious, but whose

infections would be harmless. This is the case now with some live-virus vaccines against other diseases.

Such viruses, Kilbourne believes, might replace or even change the dangerous "wild" viruses that have always afflicted mankind.

No discussion of cold weather health hazards would be complete without mention of the common cold — although the cold weather, by itself, doesn't cause colds. Colds also are caused by a virus — any one of more than 100 different strains, many of which we harbor at all times.

We "catch cold" more often in the winter most likely because we're in closer contact with other people, usually indoors. And colds are spread by people who already have colds — by coughing or sneezing or in close conversation.

Once you have a cold, there's little to do about it except to rest as much as possible, make yourself comfortable, and let the body's natural defense against infection do its job. Generally, this takes a week or two. Meanwhile, expectorants and nasal decongestants may help to ease breathing difficulties. Aspirin is effective in relieving headaches and malaise, that pooped-out feeling.



by Dr. Phillip L. Polakoff

## Work and Health

### CSEA REGIONAL OFFICES

#### LONG ISLAND REGION I

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

# I

#### CAPITAL REGION IV

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

# IV

#### METROPOLITAN REGION II

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

# II

#### CENTRAL REGION V

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

# V

#### SOUTHERN REGION III

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

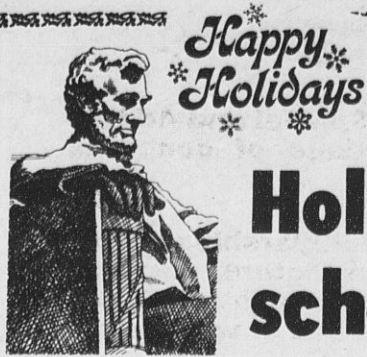
# III

#### WESTERN REGION VI

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

# VI





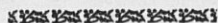
## Happy Holidays Holiday schedule

Three upcoming holidays — Christmas, New Year's Day, and Lincoln's Birthday — will be observed on Saturdays. New York State has decided to grant compensatory time off instead of celebrating the preceding Friday as holidays.

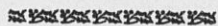
- Full-time employees who usually have Saturdays off will receive compensatory time off in lieu of holidays. It can be taken as either holiday compensatory time or another vacation day.

- Part-time employees in CSEA bargaining units only who normally have Saturdays off and who work at least half-time will receive compensatory time off equal to the number of hours worked on regular Friday schedules. This is a new benefit won as the result of the recent CSEA/State contacts.

- Regular holiday provisions will be in effect for employees required to work on Christmas, New Year's Day and Lincoln's Birthday.



NOTE: State offices will be open as usual on Dec. 24, 1982, Dec. 31, 1982 and Feb. 11, 1983. Employees can seek these days off, but whether or not they are granted will depend on staffing requirements.



The state's trial courts have been ordered to shut down between Dec. 24 and Jan. 2.

Chief Administrative Judge Herbert B. Evans has announced that all trial courts in the Unified Court System, with the exception of criminal arraignment services, will be closed Dec. 24 and Jan. 31 for Christmas and New Year's days.

In addition, most courts in the state will be in recess Dec. 27-30 — with that time charged to judges' and employees' vacation leave.

CSEA is considering filing a grievance protesting the decision to force court employees to use their accrued time during that period.

## Albany County Highway Pact



MAKING IT OFFICIAL — Ronald Case, seated left, signs a one-year contract with the Albany County administration as CSEA bargaining team member Joseph Vecchi, seated right, prepares to sign the agreement. Other bargaining team members waiting to add their signatures are, standing, Peter Coons, Walter Blodgett, Ken Siegel, Don Champion and John McCarthy. The contract will increase salaries by 8 percent, as well as improve vacation schedules and sick leave accumulation.

## Union declares impasse in Elmira negotiations

ELMIRA — Claiming the City of Elmira's latest contract proposal would actually mean a decrease in salary and benefits, the CSEA negotiation team — which represents more than 110 members of the Elmira City Unit of Local 808 Chemung County — has declared an impasse with the Public Employment Relations Board (PERB).

According to Jack Woods, unit president and chairman of the negotiating team, the city's last offer would actually mean a decrease in benefits after taxes.

"In addition to a reasonable salary increase, our main cause for concern lies in an adequate health insurance plan," Woods said.

"The City of Elmira has offered to pay the full cost of health insurance for singles, while charging employees on the family plan \$6 per week. Money-wise, they offered employees an increase of 15 cents an hour, which translates to a decrease in pay, after taxes and health insurance deductions," Woods continued.

"We made a fair counter proposal, but the city said no. We had no alternative other than declaring an impasse."

The negotiating team for the unit, headed by CSEA Collective Bargaining Specialist Joe Reedy, now awaits notification from PERB regarding the impasse. The two sides began contract talks in September.

## open competitive STATE JOB CALENDAR

### FILING ENDS DECEMBER 6, 1982

Canal Maintenance Shop Supervisor I	17,102	25-720
Canal Maintenance Shop Supervisor II	20,925	25-721
Canal Maintenance Supervisor I	17,102	25-722
Canal Maintenance Supervisor II	20,925	25-833
Employment Security Clerk	10,299	25-796
Employment Security Clerk, Sr.	11,500	25-797
Engineering Aide	9,865	25-666
Engineering Technician	11,647	25-667
Engineering Technician, Sr.	13,805	25-716
Janitor, Supervising	12,852	25-781
Treatment Team Leader (Children & Youth Services)	31,104	25-744
Treatment Team Leader (Mental Health)	31,104	25-745
Treatment Team Leader (Mental Retardation)	31,104	25-746
Director, Bureau of Quality Assurance	52,326	28-371
Commercial Valuation Specialist II	20,493	28-442
Commercial Valuation Specialist III	26,640	28-443

### FILING ENDS DECEMBER 27, 1982

Correctional Volunteer Service Assistant	16,383	80-060
Supervisor of Correctional Facility Volunteer Services	20,531	80-061

## Westchester United Way adopts statement recognizing labor

ALBANY — The Westchester County United Way has now joined with scores of other United Way affiliates across the country in adopting a policy statement recognizing the interests of union members.

CSEA Local 860 President Pat Mascioli said the resolution had been in the works at the time that union president William L. McGowan issued a statement clarifying CSEA's position on the continuing controversy surrounding the differences between some United Way affiliates and organized labor.

In the November 5, Public Sector, President McGowan outlined the union's position urging United Way affiliates to adopt the policy which pledges respect for collective bargaining relationships by organizations receiving United Way funds.

While many affiliates in New York State had adopted the policy, a few

reportedly refused to do so and others had not acted prior to the November 5 statement. Westchester United Way now has adopted the policy and according to United Way officials other affiliates in New York are expected to do so in the near future.

CSEA advises its locals to check with any United Way affiliates they are supporting to be sure they too adopt the labor policy statement.

### Legislative input asked

ALBANY — In order to ensure that its goals reflect the real needs and concerns of the membership, CSEA's statewide Political Action Committee is asking for ideas for the union's 1983 Legislative Program.

Send your ideas, no later than Dec. 10, to: Eileen Haley, c/o Roemer and Featherstonhaugh, 99 Washington Ave., Suite 1130, Albany, N.Y. 12201.

# Special and AdHoc COMMITTEES

## Keeping the union informed on present, future issues

**ALBANY —** CSEA's statewide Special and Ad Hoc committees deal with a wide range of concerns within the union.

Committee members review scholarship applications, review the union's financial picture, serve as watchdogs of legislative matters and internal programs, and focus on the special needs of women and minorities.

Duties of each of these special statewide committees and the latest appointments are included in the following run-down:

**Special Audit Committee** reviews the financial transactions of the union and determines that they are in compliance with established policy. Committee members meet with the independent certified public accountants and they study in detail CSEA's annual financial report and management letter.

Serving on the committee are: John Geraghty, chairperson; Alice Groody, Region I; George Borcoraglio, Region II; Brian Dalton, Region III; Joseph LaFreniere, Region IV; Mary Sullivan, Region V; and John Eiss, Region VI.

**Special Ad Hoc Minorities and Human Rights Committee** is responsible for assisting minorities in employment, training and counseling. The committee interfaces with minorities organizations within the state, promotes affirmative action policies, and monitors the employment practices of CSEA to promote equal opportunities.

Committee members are: Elizabeth Watts, chairperson; Alma Wimbish, Region I; Francois Frazier, Region II; Glenda Davis, Region III; Charles Knox, Region IV; Ken Burwell Jr., Region V; and Doris Williams, Region VI.

**Special Civil Service Committee** is the watchdog of the merit system, especially in regard to affirmative action programs. The committee studies and makes recommendations on civil service reform proposals.

Committee members are: John Weidman, chairperson; Sue Carbone, Region I; Barbara Farrell, Region II; Roger Williams, Region III; Donald Nugent, Region IV; Robert Taylor, Region V; and Thomas Warzel, Region VI.

**Special Women's Committee** focuses its concerns on decent, fair and equitable wages; dignity of work; decent work and work-related conditions; and the development of the individual.

Committee members are: Pat Taylor, chairperson; Millie Vassallo, Region I; Phyllis Ferguson, Region II; Helen Zocco, Region III; Marilynne Whittam, Region IV; Kathy Roma, Region V; and Ruby Everette, Region VI.

**Special Communications Committee** conducts an ongoing evaluation of the overall effectiveness of CSEA's communications program, reviewing communications programs, projects and materials.

Members of the committee are: James Jayes, chairperson; Pat Buret, Region I; Rita Gardner, Region II; Peter Costa, Region III; Joyce Van Patten, Region IV; Sharon Keesler, Region V; and James Bond, Region VI.

**Special Statewide Non-Teaching School Employees Committee** deals with those problems that relate specifically to the school districts. These concerns include contractual problems, legislation, school finance reform, representation challenges and membership recruitment efforts.

Serving on the committee are: Carol Craig, chairperson; Walter Weeks, Region I; Gary Conley, Region III; Myrtle Major, Region IV; Dolores Herrig, Region V; and Francis Dunham, Region VI.

**Special Continuity Action Committee** reviews requests from various Regions and Locals for payment to members on picket duty.

Members are: Claire McGrath, chairperson; Arthur Loving, Region I; Frank Pondillo, Region II; Irene Amaral, Region III; Sherry Breen, Region IV; Dale Mumbulo, Region V; and Francis Dunham, Region VI.

**Special Conventions Motions Committee** reviews the minutes of the previous convention and reports to the Delegates on the status of motions acted upon.

Serving on this committee are: Bud Mulchy, chairperson; Ben Gumin, Region I; Miguel Cruz, Region II; Elizabeth Kearny, Region III; Bill Burdick, Region IV; Christine Carletta, Region V; and Kathie Fetzer, Region VI.

**Special Probation Committee** was formed to handle those particular problems servicing probation officers throughout the state.

Serving on the committee are: James Brady, chairperson; James Mattei, Region I; Michael Thompson, Region II; James Brearton, Region III; Francine Perretta, Region IV; Eulis M. Cathey, Region V; and Gary Clark, Region VI.

**Special Memorial Scholarship Committee** reviews applications for the scholarship awards given annually to sons and daughters of CSEA members.

Serving on this committee are: Brian Ruff, chairperson; David Flaumenbaum, Region I; LaMonte Wade, Region II; Diane Lucchesi, Region III; William Fetterling, Region IV; Sandra Delia, Region V; and Jack Schlenker, Region VI.

**Special Social Services Committee** functions to meet the needs of local government social service employees around the state. The committee functions as a preventive watchdog for new programs and makes recommendations regarding problems and legislation affecting welfare and social services operations in the state including staffing formulas, promotional opportunities, security in the workplace, minimum position qualifications and caseload.

Committee members are: Grace Vallee, chairperson; Howard Quann, Region I; Arthur Wegman, Region II; William Stallings, Region III; Linda Conte, Region IV; Marjorie Coggeshall, Region V; and David Wilbur, Region VI.

Appointments have not yet been finalized for the special Army, Authorities and LPN committees.

JUST A LITTLE  
SOMETHING FOR  
STATE WORKERS TO  
REMEMBER  
ME BY.

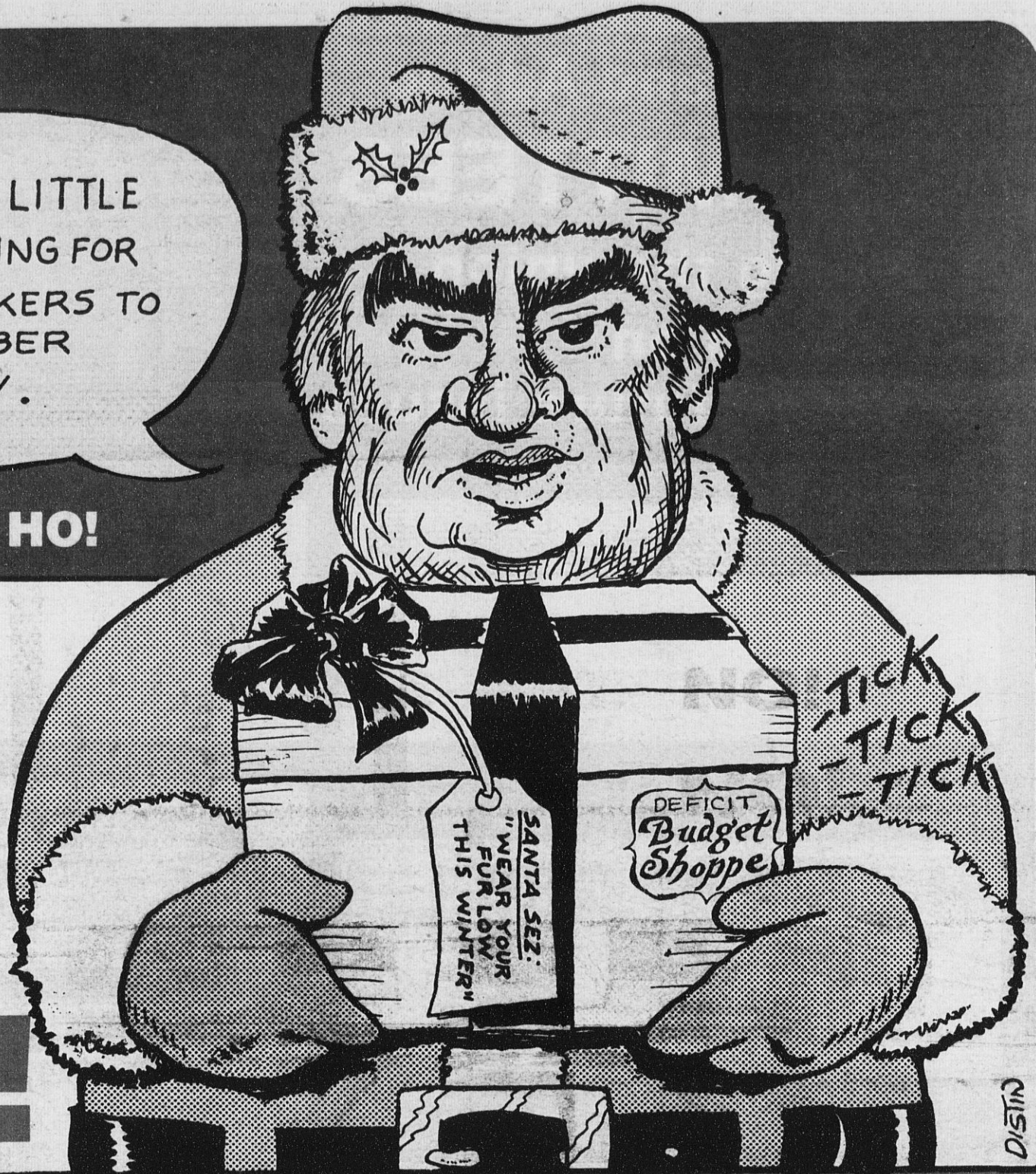
HO, HO, HO, HO!

NO!

NO!

NO!

NO!



ALBANY — The fur flew last week after Gov. Hugh L. Carey suggested that state employees be furloughed for up to five days because of state budget difficulties, and it was the governor himself who came away skinned.

"Forget furloughs," bellowed an angry CSEA President William L. McGowan, who further warned the governor to "stop trying to balance the budget on the backs of our members!"

State legislative leaders were equally quick and emphatic in telling the governor such a proposal had no chance at all for legislative approval, which would be required. A spokesman for Senate Majority Leader Warren M. Anderson told the news media the proposal was identical to an idea the administration floated last winter and "it was so unpopular that it would not gain a single sponsor in the Legislature." An Assembly staff member was quoted as stating, "There are 210 legislators. Not one of them wants to have that kind of anti-labor record, not last winter and not now. You can forget it."

CSEA President McGowan also warned that the union

would use all its political muscle to oppose any such proposed legislation.

Legislative leaders already are well aware of the vehement opposition of the union and its members against any furlough plan. After the proposal was floated last winter, CSEA surveyed its state members, and more than 43,000 members responded with an incredible 98 percent opposed to any form of furlough plan. In a dramatic display of that sentiment, McGowan helped dump all 43,000 poll responses on the desks of legislative leaders. That message was not lost then and is not lost now.

Gov. Carey presented the proposal while talking with members of the news media following a meeting earlier with leaders of the State Senate and Assembly over how to deal with a projected state budget deficit estimated at between \$200 million to nearly \$600 million, depending upon who estimates it.

Furloughs are layoffs in disguise and that, said CSEA officials and members, can never be an acceptable proposal.

# Furloughs? NEVER!

ALBANY — By the overwhelming majority of 98 percent, state employees represented by CSEA have backed their union's vehement opposition to a legislative proposal to "furlough" state employees.

As of February 25th, more than 34,000 state workers had responded to a CSEA survey on the issue and the actual results showed 33,486 were opposed to the furlough scheme. About

an additional 334 members said they had no opinion on the issue but would back CSEA's position.

"This is the most overwhelming response that we have ever received to a survey," said CSEA President William L. McGowan, whose strong opposition to the furlough proposal was affirmed in the rank and file survey. "This is a record for the union."

arrangements be made to dump the ten thousands of survey cards on the desks of legislators to let

STILL APPROPRIATE is this headline from Public Sector article earlier this year describing union reaction to furlough proposal.