

CSEA PRESIDENT WILLIAM L. McGOWAN reflects on a reporter's question concerning upcoming negotiations between CSEA and the State on behalf of 110,000 state employees in three major bargaining units, as the Governor's Office of Employee Relations Director Meyer S. Frucher ponders his own position. McGowan and Frucher clashed at a joint press conference in Albany called to announce that CSEA and the State had jointly gained a \$220,000 Federal grant for a demonstration project that could result in upgrades for hundreds of Mental Hygiene Therapy Aides (MHTAs). The mood of the joint press conference turned tense when McGowan and Frucher took hard lines in response to reporters' questions concerning the negotiations expected to begin next month. See page 16 of this edition for details of the \$220,000 Federal grant.

Hard-line public positions set stage for negotiations

ALBANY — "My people have been subsidizing the state for years. They've got a right to a fair and just pay increase."

With those words, CSEA President William L. McGowan told reporters at a Capitol press conference last week that the state's largest public employee union won't be accepting financial excuses in upcoming contract negotiations for 110,000 state workers.

The union president and the state's chief negotiator, Meyer Frucher, Director of the Governor's Office of Employee Relations, squared off in an unexpected discussion of the state contract issue during a press conference announcing the awarding of a federal grant to CSEA and the state for training of mental hygiene therapy aides (see related story page 16.)

CSEA's contracts in the state's Administrative, Institutional and Operational bargaining units expire in five months. For months the union has been conducting exhaustive research, polling membership demands and preparing to enter the initial stages of bargaining after unit negotiating teams are finalized.

While the news conference was called to discuss the successful joint application for federal funds, reporter's questions dealt almost exclusively with the impending bargaining.

Asked about the impact of drastic federal budget cuts on the ability of the state to finance pay raises for CSEA's members, President McGowan made it clear that the union had heard

that song in the past and this year had no intention to listen again.

Noting that state workers had made great sacrifices over the past seven years to help New York weather its financial crisis, the union leader pointed out that state workers have to pay the same grocery bills, utility bills, interest rates and taxes as everybody else in this state. Inflation is killing state employees and no more financial excuses can be accepted, McGowan told the press.

When one reporter asked if CSEA was advocating a tax increase to finance pay raises, President McGowan responded, "Where they get the money is not my worry."

State workers, he told the press, received no salary increase in 1976, only a \$250 bonus in 1975, and increases below the rise in the cost of living ever since. So convincing is the case for substantial state pay raises, that GOER Director Frucher conceded to reporters that CSEA's position had "some legitimacy" and he confirmed, "They (state workers) have not kept up with inflation."

Frucher said the federal budget cuts would cause severe revenue losses for the state and reduce available funding for pay raises. He claimed that the needs of the workers had to be balanced against the ability of the state to pay.

Retorted the CSEA President, "My people have been subsidizing the state for years. They can't afford to any longer. There is going to be a fair and just contract. Period."

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Reorganization, negotiations among major issues awaiting delegates at annual meeting

ALBANY — A proposed reorganization of CSEA and upcoming state contract negotiations will be major topics of discussion when some 1,200 rank and file union members convene on October 19 at the Concord Hotel in Kiamesha Lake for the start of the 1981 CSEA Delegates Meeting.

Delegates representing all segments of CSEA's more than 200,000 members convene annually in a five day gathering to air problems confronting the membership, learn new techniques to represent members and consider proposed changes in the union's Constitution and By-Laws. Only Delegates have the authority to amend the union's Constitution.

Expected to be major topics for discussion by the Delegates are the upcoming contract negotiations for CSEA's 110,000 members in three state bargaining units. CSEA's State Division Delegates will be meeting on October 20 to air member opinions on the negotiations to replace current state employee contracts that expire in five months.

The information, along with the results of individual contract demand sheets previously sent to all CSEA members will be given to the union's negotiating teams which will be meeting soon to prepare initial contract demands.

The proposed reorganization of the union's Board of Directors, County Division Locals and some State Division Locals is also expected to be a major subject of the meeting.

The plan, authored by the union's ten statewide

officers, would reduce the number of seats on the union's Board of Directors from the present 125 to 49 and realign those seats along bargaining unit lines by Region. The proposal was approved for presentation to the Delegates by the union's Constitution and By-Laws Committee.

To become effective, the proposal (detailed in the September 23 and 30 editions of *The Public Sector*) must be adopted at two separate Delegate meetings. Approval on first reading is being sought at this Convention.

Since the report was released, Regional meetings have been held to explain the concept behind the plan to union leadership. The statewide Board of Directors has voted its disapproval of the plan, but its approval is not needed to allow the Delegates to debate the proposal. Discussion is expected during separate meetings of State and County Division Delegates on October 20 and during the convention's business meetings on October 21, 22 and 23.

Gov. Hugh L. Carey will address the Delegates as one of several major speakers scheduled to appear. Numerous seminars and workshops have also been scheduled for union Delegates.

The leadership of the union traditionally reports on a wide variety of issues of interest and importance to the membership during the Annual Meeting. Reports by CSEA President William L. McGowan and the six regional presidents to be delivered to the Delegates are printed on pages 9, 10, 11 and 12 of this issue of *The Public Sector*.

Vision care plan is now available

ALBANY — A new CSEA Vision Care Benefit is now available to state employees in the Administrative, Institutional and Operational bargaining units. The new benefit, which can provide free professional eye examinations and eyeglasses for eligible employees and their dependents every two years, is being administered by the CSEA Employee Benefit Fund (EBF).

There is no cost to the employee for participation in the vision care program, which begins November 1. But participation in the program is not automatic, employees must complete an enrollment form, which includes information on eligible dependents. (See related story on page 8).

"We're proud of this new program, which has been a year in the planning," commented EBF director Thomas P. Collins. "We're able to offer this additional benefit because of the reserve funds we've accumulated through our self-insured prescription drug plan and dental plan."

"CSEA is working hard to see that our members' needs in these areas are better met and that such necessities as prescription eyeglasses are readily available."

SOUTHERN REGION III President Raymond J. O'Connor, right, speaks at a recent treasurers seminar in White Plains. Joining O'Connor at the head table are, from left, CSEA Internal Auditor Michael Camarota and Treasurer John Gallagher.



Region III hosts training seminars

WHITE PLAINS — Training of local and unit officers in Southern Region III continued recently with treasurer-secretary seminars in White Plains.

The seminars duplicated a similar program held earlier in Fishkill for the northern part of the region.

CSEA Treasurer John Gallagher, Comptroller David Stack and Internal Auditor Michael Camarota conducted the treasurers seminar.

The secretaries seminar was conducted by CSEA Secretary Irene Carr.

Attending the seminars were Region III president Raymond J. O'Connor, First Vice President Pat Mascioli and Treasurer Eleanor McDonald. Region III Second Vice President Harold Ryan, Third Vice President Rose Macinkowski and Secretary Grace Woods attended the seminars in Fishkill.



ENGAGED IN CONVERSATION ARE Region III President Raymond J. O'Connor and Grace Ann Aloisi of Westchester County Local 860.



WESTCHESTER COUNTY LOCAL 860 members at the treasurers seminar are, from left, Doris Mikus and Sheri Colucci.



MIDDLETOWN PSYCHIATRIC CENTER LOCAL 415 is represented at the treasurers seminar by President Alexander Hogg and Treasurer Joanne Trumbull.



ATTENDING THE REGION III TREASURERS SEMINAR are, from left, CSEA Field Representative Thomas Brann, Region III Treasurer Eleanor McDonald and Marie Romanelli of SUNY New Paltz Local 610.

People Fun Run rescheduled

KIAMESHA LAKE—The PEOPLE Fun Run, originally scheduled for Oct. 21, has been changed to Thursday, Oct. 22. The run will take place at the Concord Hotel during CSEA's 71st Annual Delegates Meeting.

Each participant must obtain \$20 in voluntary PEOPLE pledges. The pledge money will be contributed to PEOPLE — Public Employees Organized to Promote Legislative Equality — the political action arm of AFSCME.

Awards will be presented to the first three male and three female finishers in the race, and refreshments will be served after the race. Those interested may sign up at the PEOPLE booth at the Concord beginning Oct. 18.

Seneca sheriff cleared

WATERLOO — Following a review by CSEA legal counsel, an Improper Practice charge brought against the Sheriff of Seneca County by Jack Miller, CSEA Field Representative, has been withdrawn.

According to Miller, the charge was the result of a misunderstanding and hasty decision made several months ago.

The announcement from Miller also brought a combined response from Sheriff Kenneth Greer, Miller, and Reno Piagentini, President of CSEA Local 850 Seneca County, to continue an excellent working relationship which has not only benefitted the employees of the CSEA — represented Sheriff's Department, but also the people of Seneca County.

Mr. Piagentini also took the opportunity to announce that CSEA Local 850 will seek to endorse Sheriff Greer for reelection.

Capital members join in anti-rugby protest

ALBANY — "This could only happen in America where the Constitution allows such controversies to be settled in a peaceful manner without guns or bloodshed. However, it is a shame that the South African government is using our Constitution as a means of gaining a world stage for their abhorrent Apartheid philosophy."

With those words, Capital Region First Vice President C. Allen Mead addressed a group of demonstrators at an anti-Apartheid rally on the State Capitol steps which preceded a controversial rugby game at Albany's Bleecker Stadium involving the South African Springboks rugby team on September 22. The speech by Mead and participation in the demonstration by several CSEA members fulfilled a regional board resolution that the Capital Region actively participate in the anti-Apartheid rally.

The CSEA delegation was among a crowd of some 1,500 demonstrators that marched from the Capitol to Bleecker Stadium to continue the rally outside the stadium. A pouring rain coupled with a nearly last minute approval by Federal Courts for the game to go on kept the protesters well under what had been expected.



C. ALLEN MEAD, right, addresses a group of several hundred protesters during an anti-Apartheid rally in Albany on September 22 in conjunction with a rugby game featuring the South African Springboks team. Other CSEA members hold the Region IV CSEA banner.

Crucial issues surface at Western meeting

JAMESTOWN — Inspired by last month's Solidarity protest and revitalized by Local and Regional elections, CSEA Western Region VI came out in full force here recently for its annual fall meeting.

A topic of prime concern, one which generated a wide range of discussion and opinion, was the proposed reorganization of the Board of Directors and the restructuring of the union's locals and units.

Region VI President Robert L. Lattimer urged members to "give the proposals fair consideration," and to study the options available to improve representation on the Board of Directors.

Lattimer also introduced a petition drive aimed at persuading the New York Congressional delegation to vote against the most recent slate of budget cuts proposed by the Reagan Administration.

"If there's one thing I agree with Mr. Reagan on, it's that we should let our congressmen know what we feel about his latest round of cuts," Lattimer said. "Balancing the budget on the backs of the poor and the average working American, while making the wealthy wealthier, is blatantly unfair."

The petitions, which call upon New York elected representatives to "develop a fair solution to our nation's economic problems," were distributed to the local and unit leadership.

They were asked to gather as many signatures as possible before Congress votes on the matter.

Guest speaker U.S. Congressman Stanley Lundine pegged the across-the-board cuts as a "cop-out", because the specific areas of the budget cuts were determined on a percentage basis, rather than by examination of impact.

"I think Reagan will have a much harder time passing this latest round of budget proposals," declared Lundine.

The Solidarity Day March in Washington, D.C. was a source of inspiration for those who attended. "It was one of the most moving experiences of my life," exclaimed Region Vice President Gerald Prince.

In other matters, County workshop members chose Sal Castro of Erie County as chairman; Florence Tripi of Monroe County as vice chairman and Bobbi Bridge of Cattaraugus County as secretary-treasurer.



CSEA ATTORNEY STEPHEN WILEY, second from right, urges members to stay politically aware. Newly elected county workshop officers, from right: Vice Chairwoman Florence Tripi, Chairman Sal Castro and Secretary-Treasurer Bobbi Bridge listen on.



REGION VI PRESIDENT ROBERT L. LATTIMER, left, welcomes U.S. Rep. Stanley Lundine, a guest speaker at the annual fall meeting.



SARA SIEVERT of SUNY Fredonia collects a PEOPLE contribution from Leroy Freeman, president of the Buffalo Psych. Center Local during a break from the Region VI fall meeting in Jamestown.

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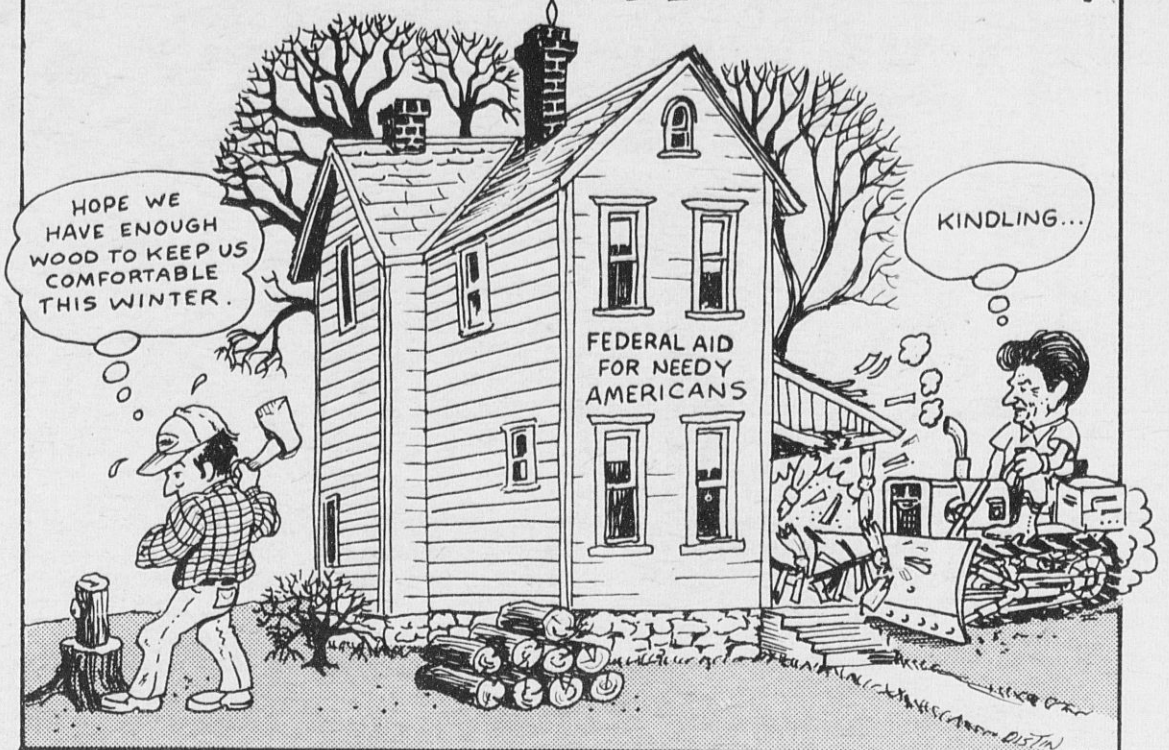
Tina Lincer First—Associate Editor

Gwenn M. Bellcourt—Assistant Editor

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ARE WE WORKING WHILE HE'S DOZING...
OR DOZING WHILE HE'S WORKING?



Errors always possible

Check your SS record

How much do you know about your individual Social Security tax? Is the amount deducted from your pay each pay period being properly credited to your account by the Social Security Administration?

At a time when there are questions about the future of the Social Security System, it pays to make sure your record is accurate.

The records are processed by computer, and as everyone knows, a computer doesn't give the right answers unless it's properly programmed — by humans. And humans make errors.

At least one group of CSEA members found this out recently when they mounted a campaign to check on the Federal Government's accounting of their Social Security earnings.

Members of Suffolk County Local 852 checked their records at the urging of the Suffolk County Comptroller's Office. According to one local member, there were many errors.

"I discovered that this year there is a glaring number of errors within my small circle of friends," explained the employee.

"This year they reported my earnings for 1978 as \$25,430. In point of fact, my boss never made that much that year and I'm a clerk-typist and have been for over 15 years. . . . Other members of the staff have discovered similar errors in the computer print-out sent to them.

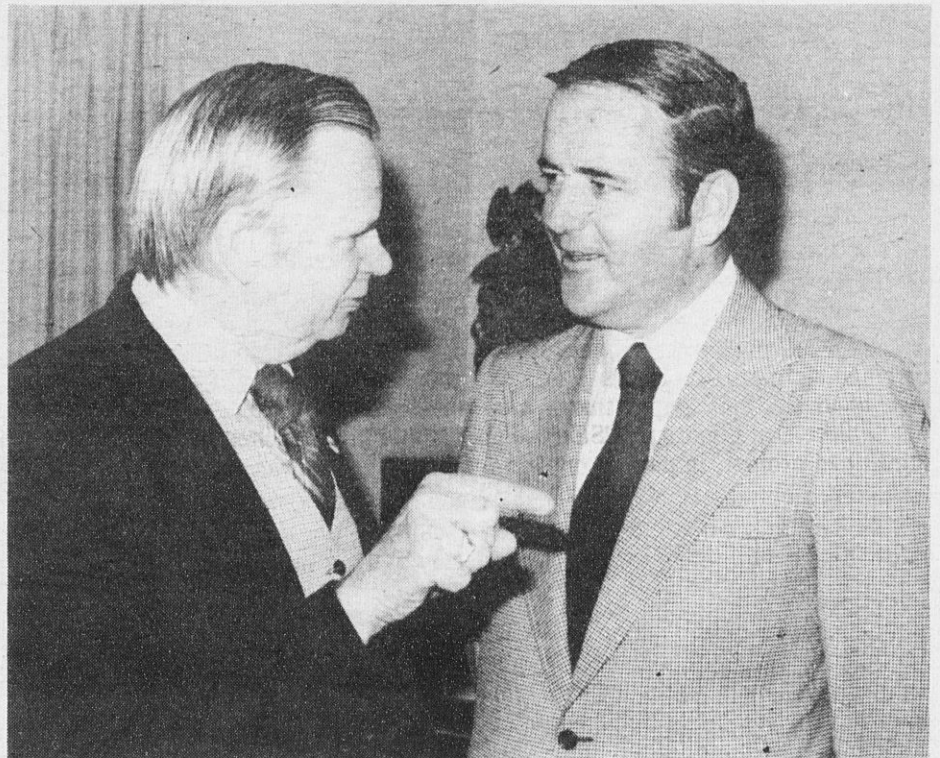
"I am correcting the error," continued the employee. "How many of you (members) out there know about yours?"

CSEA strongly suggests all members take the time to write for a free statement of their Social Security records. It is, after all, your hard-earned money we're talking about.

Simply take a few minutes to fill out the coupon below and mail it to: Social Security Administration, P.O. Box 57, Baltimore, Md. 21203. Use the coupon for only one person. (For more coupons write to your Social Security office.)

All covered wages and self-employment income are reported under your name and Social Security number, so be sure to show your name and number exactly as they appear on your Social Security card. If you ever used another name or number (such as a maiden name), show this too.

If you have a separate question about Social Security, or want to discuss your statement once you get it, contact any Social Security office.



REGION III PRESIDENT Ray O'Connor, left, pays a visit to Assemblyman Bill Finneran, 89th District, at the opening of a new regional office Finneran will share with 88th District Assemblyman John Branca and Assembly Speaker Stanley Fink. The facilities are located in the Cross County Shopping Plaza, Yonkers.

Demand refusal fuels Nassau Local 830 impasse

MINEOLA — Nassau local 830 has declared an impasse and a mediator has been assigned by the Public Employment Relations Board in contract negotiations between CSEA and Nassau County.

The impasse was declared by Local 830 President Jerome Donahue on September 24 after more than 20 negotiating sessions, which began in April.

"We declared impasse because county negotiators refused to respond to CSEA money demands until all other issues were settled. It was mandated by my negotiating committee to go to impasse if the County refused to put money on the table," Donahue said. The union leader is negotiating for the 15,000 CSEA and agency shop members the union represents in the County.

Jack Tiller has been assigned by PERB as a mediator for the Nassau negotiations, Donahue said. The current three-year contract expires on December 31.

Mamaroneck unit approves new contract

MAMARONECK — CSEA members of this Westchester County village have ratified a new three-year contract, according to Unit President John Yanuzzi. Yanuzzi was assisted in negotiations by John Gianunzio, Bill Magrino, JoAnn Carino and Bobby DeGina.

The wage package includes annual across-the-board raises of \$1,200, \$1,300 and \$1,400. In addition, longevity payments will go up \$25 in both the second and third years.

REQUEST FOR SOCIAL SECURITY STATEMENT OF EARNINGS

Your social security number

Date of Birth
Month Day Year

Print Name and Address in ink or use typewriter

Please send a statement of my social security earnings to:

Name _____

Number & Street _____

City & State _____ Zip Code _____

Sign Your Name Here _____ (Do Not Print)

I am the individual to whom the record pertains. I understand that if I knowingly and willingly request or receive a record about an individual under false pretenses I would be guilty of a Federal crime and could be fined up to \$5,000.

If you ever used a name (such as a maiden name) on a social security card different from the one above, please print name here:

OUT IN FORCE — The union informational picket line stretched almost a block long at Roswell Park as employees expressed dissatisfaction with conditions at the world-famous facility.



Roswell Park employees protest erupts

Workload dissatisfaction, pay levels main complaint

By Ron Wofford
CSEA Communications Associate

BUFFALO — Long-simmering dissatisfaction with increased workloads and inadequate pay at Roswell Park Memorial Institute, a world-famous cancer research and treatment facility, erupted into full public view recently when nursing support and other personnel at the facility took to the streets to air their gripes through informational picketing.

Over 100 members of CSEA Local 303 and 315 marched in front of the facility to protest, in part, a one-step upgrading that was recently granted Registered Nurses (RN's), but not extended to other employees.

The marchers included Licensed Practical Nurses (LPN's), Health Care Attendants (HCA's), X-Ray Technicians, laundry, housekeeping, maintenance, dietary, clerical and laboratory workers, as well as some RN's who support their fellow workers and feel their own one-step upgrading was inadequate.

"We take pride in the care we give our patients and it's becoming increasingly difficult under these circumstances," declared veteran HCA Liz Watts, a member of the Local's Nursing Committee established to review conditions that led to the picketing.

The Nursing Committee is chaired by Edith Jackson and includes Venora White, Kathy Gruber, Jackie Cousineau, Pat Jones and Genevieve Clark, First Vice President of CSEA Region VI.

The employees charge mismanagement by the institute's nursing administration, which they say is top-heavy with a staff of about 30 nurses, a number they say could easily be cut in half to ease shortages on the wards, where direct care is suffering.

The facility has abolished at least 31 positions in grades three through eight, which has effectively diminished promotional opportunities for workers in those grade levels, and decreased the potential number of entry level jobs.

"But they won't admit that we're understaffed," observed Tom Christy, Local 303 President. "They keep trying to tell us that the units are fully staffed, when we know better. Prior to the most recent cuts and a job freeze which was supposedly partially lifted in April, we were already short 150 job titles."

The employees also charge the institute with hiring nurses who have failed their certificate exams as HCA, grade sevens until they have passed the exams. However, they still function as RN's or LPN's.

The nursing support staff also charge that some RN's are being hired through a private personnel company and the contracted nurses are paid over three dollars an hour more than normal state hired nurses.

"But these contract nurses do little good on the wards," said one long-time HCA. "They're not allowed to pass medications or be in charge of a ward. About all they do is take a few blood pressures or write a few charts. This puts more of a burden on the attendants and staff LPN's because they (contract nurses) are not carrying out normal nursing duties."

Region VI CSEA President Robert Lattimer, after meeting with Roswell employees and joining them on the picket line, called on CSEA President William L. McGowan to bring the situation to the immediate attention of the Governor and the State health commissioner so that "our members can go back to their jobs confident that their very important concerns are being given the proper attention."

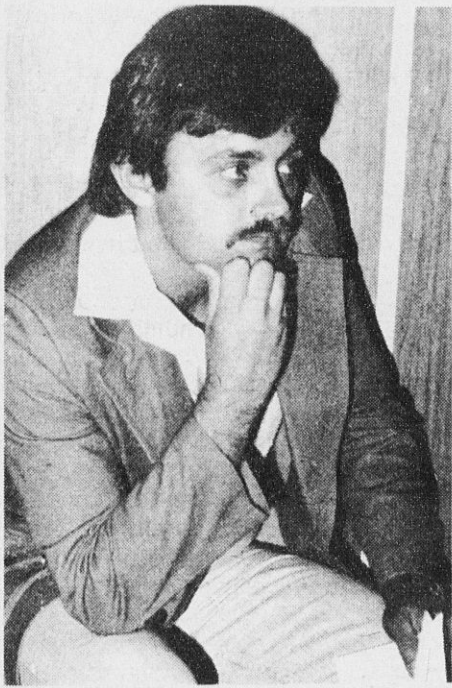


CSEA LOCAL 303 PRESIDENT Tom Christy, left, is questioned about the charge of staff shortages at Roswell Park by Buffalo WIVB-TV newsman Rich Newberg as Cameraman Don Yearke records the action.

AUBURN WELCOMES REGION 5 CSEA

THE MARQUIS over the Holiday Inn in Auburn kicked off the Region V fall conference.

Reorganization plan tops Region V fall conference



PONDERING a speaker's advice is Bud Mulchy, president of Marcy Psych. Center Local 414.

AUBURN — The proposed plan for reorganization of CSEA, coupled with an outstanding support program of workshops and committee meetings, is credited with bringing CSEA officers, delegates, and other interested members out in record numbers for the recent Region V Fall Conference here.

Beginning Friday evening with workshops for school, county, and state employees, through two Saturday sessions devoted to the proposed restructuring of the Union, meeting rooms were filled to capacity with members eager to hear all the issues and participate in discussions.

"Attendance seems to get better with each conference," was the comment from James Moore, Region V President, as he moved from session to session Friday night. Among statewide CSEA officers in attendance were Executive Vice President Thomas McDonough, Treasurer Jack Gallagher, and Secretary Irene Carr.

In addition to in-depth meetings for school, county, and state employees that covered the grievance procedure and other topics, the weekend agenda included a full schedule of meetings for Local presidents, political action committees, and retiree Locals.

The Saturday educational sessions, moderated by Moore, helped to

clarify key issues and give members an opportunity to question any phase of the plan for reorganization. The combined attendance at both sessions was estimated at nearly 400.

The three-day event concluded with a Sunday morning business meeting that covered announcements of

Regional Committee members and advisors, and the initial plan for a Region V fund raising drive to aid the Pediatric Intensive Care Unit at Upstate Medical Center in Syracuse. The unit, when completed, is expected to serve families and communities throughout the Region.



STRESSING A POINT during a conference workshop is Mary Sullivan, Region V Treasurer and president of Herkimer Local 822.



ATTENDING the Region V meeting are, from left, Charlotte Murray, SUNY Oswego local; Hugh McDonald, Willard Psych. Center local and Chuck Gregory, a CWEP regional monetary specialist.



LINING UP for officer's installation with CSEA Statewide Vice President Tom McDonough (fourth from right) is Cayuga County Local 806. From left to right are, First Vice President Michael Piscotti, Corresponding Secretary Marge Coggeshall, Delegate Luke Cicora, President Bruce Nolan, McDonough, Secretary Ginger Green, Treasurer Tom McNabb and Second Vice President Steve Androsko.





REGION V PRESIDENT JAMES MOORE briefed the local media during a pre-meeting press conference regarding Reaganomics.



GOING OVER THE AGENDA for the morning education session are, from left to right, Carlo Guardi, president of Broome Co. Educational Local 866; Mike Kosick, vice president of the Johnson City school local and Louis Turdo, president of the Vestal school district local.



POLITICAL ACTION was the subject that brought these members together at the Region V fall conference. In the front row, from left to right are, Bob Allen, Local 808; Harold Reinhardt, Local 502; Dorothy Penner, Local 833, and Doris Pratz of Local 428. In the back, from left to right, are Joe Cosentino, Local 423; Frank Zammiello, Local 502 and Ed Lavin of Local 014.

Suffolk Co. launches high-power counterattack to head off layoffs, cuts in social services

HOLTSVILLE — Suffolk local 852 is fighting the battle of the budget. Suffolk County Executive Peter Cohalan threw down the gauntlet last month when he proposed a budget that included a tax hike, the elimination of 736 jobs and deep cuts in health and social service programs.

Soon after the budget was announced, Charles Novo, Local 852 president, launched a union counterattack. He appointed a leadership team to compile economic information and prepare arguments against layoffs; sent the proposed budget and other fiscal documents to AFSCME's, Washington, D.C., headquarters to be analyzed by budget experts for hidden monies; arranged for the Regional Political Action Committee to lobby Suffolk Legislators against layoffs; coordinated efforts with other groups expected to testify at budget hearings; and committed CSEA to a key role in the "Suffolk Solidarity Day" demonstration against the budget on noon, Oct. 15 at the H. Lee Dennison Building.

"A union is made up of employees who join together to pool their resources to protect their jobs. Now we are under attack and will be tested. If we all pull together and resist the cuts we will be able to save many jobs, if not all of them. What we have to guard against is complacency. In this kind of atmosphere, no one's job is safe and every attempt to cut any member's job should be seen by each of us as a personal attack," Novo said. He urged all CSEA members "regardless if they are affected by the cuts or not" to write and call their Legislators to urge them to vote against the proposed cuts.

The Suffolk County budget must be approved by the Suffolk County Legislature which has scheduled public budget hearings for Oct. 6 and 13. The Legislature will also take a preliminary "stand vote" on Oct. 23 in order to draft over the weekend the budget resolution which will be put to a final vote on Oct. 26.

Suffolk County is the only municipality on Long Island to call for cuts in services and personnel in an election year when there are 350 candidates running for more than 100 offices in Nassau and Suffolk Counties and the seven Long Island Towns. While Cohalan wrapped himself in the mantle of President Reagan saying that cutbacks in jobs and services were the "will of the nation," virtually all other political leaders and candidates refused to cut services and jobs.

Danny Donohue, Region I President, said that one reason for Cohalan's cuts was the massive funding needed for the \$1 billion Southwest Sewer District. More than half of the proposed tax hike would be used to pay for an \$8 million tax-free loan by the County to the Sewer District to pay for the mounting deficits.

"Underneath all of Cohalan's talk about fiscal conservatism and economy, he is proposing to pay for the continued mismanagement and outright crime of the Southwest Sewer District by sacrificing our members' jobs. We're not going to stand for that," Donohue said. "The CSEA will attempt to convince Legislators to reject the \$8 million loan and use it to fund restored jobs in the budget."

According to Local 852 Executive Vice President Shirley Germain and Recording Secretary Sue Smith, Cohalan's actions as County Executive also belie the image of economic conservative he is trying to create for himself. The two CSEA officers have dug deeply into the county's records and books and documented a pattern of waste and excessive management salaries.

"We have found many high level people being hired at top step or upgraded even after the budget was announced," Ms. Smith said, citing one example.

In a survey of the 29 high level management employees hired by the County Executive's office since Cohalan's election, 20 — ranging from grades 17 to 38 — were hired at top step, Smith said.

"Twenty additional jobs could have been created using the savings of in-step funds if the County Executive had hired those employees at entry level positions," Smith said. "When it comes to belt-tightening, we believe everyone should do it, not just those in the lower paying-jobs."

The findings prepared by the two CSEA officers will be presented to the Legislature at the budget hearing.

The proposed budget also calls for the closing of three motor vehicle offices. In addition, Cohalan is proposing subcontracting services in all County parks that provide "sport" activities such as pistol ranges, tennis courts and horseback riding trails.

Special bulletin: Region V treasurers

A Treasurer's Training Seminar has been scheduled for:

Date: SATURDAY OCTOBER 31, 1981

Place: HOTEL SYRACUSE, SYRACUSE

Time: 9:30 A.M.-3:30 P.M.

If you have not as yet received notification from your Local President regarding your mandated attendance at this session, please call your nearest CSEA Regional Office for details.

BINGHAMTON (607) 772-1750

CANTON (315) 386-8131

SYRACUSE (315) 451-6330

UTICA (315) 735-9272

State employees see new vision benefit

Editor's note: As noted on page 1 of this edition, a new CSEA Vision Care Benefit becomes effective Nov. 1 for state employees in the three major bargaining units represented by CSEA. The following questions and answers are designed to explain this new benefit in detail.

What is the basic benefit?

Eligible members and their dependents are entitled to a professional eye examination and one pair of glasses (lenses and frame) every 24 months. An allowance will be made for contact lenses.

Who is eligible?

You're eligible if you're a full-time employee in the Administrative, Institutional or Operational bargaining units. (Certain part-time and seasonal employees now covered by the CSEA Employee Benefit Fund are also eligible for Vision Care coverage.)

What about political subdivision employees?

Political subdivision bargaining units may negotiate for coverage under the Vision Care Plan.

How about dependents?

The following dependents of eligible employees are also covered: a) spouse, b) unmarried children under 19 years of age (including stepchildren and adopted children),

c) unmarried children, regardless of age, who are incapable of self-support by reason of mental or physical disability and who became disabled before reaching age 19, and d) unmarried children who are full-time students.

Do I have to sign up?

You do have to enroll in the plan. You're not automatically covered, as you are under the dental and prescription plans. But signing up is easy. You fill out a simple Vision Care enrollment card with some basic information about yourself and your dependents.

Where do I get the enrollment card?

You should already have received one in the mail, along with an explanation of the CSEA Vision Care Benefit and a return envelope. But if you don't have the card, you can get one by calling the CSEA Employee Benefit Fund toll-free at 1-800-342-4274.

Do I have to pay a premium or some other fee?

It doesn't cost you anything to participate in the Vision Care Benefit. The program is financed out of the CSEA Employee Benefit Fund.

How do I collect my benefits?

Your first step is to obtain a voucher, which you present to the CSEA panel optometrist to pay for

your examination and glasses. After the program goes into effect Nov. 1, you can get a voucher by a) sending in a voucher request card which Local Presidents will have available, b) sending in the coupon that will appear periodically in *The Public Sector*, or c) calling the CSEA Employee Benefit Fund toll-free at 1-800-342-4274.

Can I use the voucher any time?

The voucher is good for 45 days from the date it is issued. So it doesn't help to obtain a voucher on the chance that "someday" you might have your eyes examined. Yet if you're planning to have an exam, the 45-day period should give you plenty of time to obtain an appointment.

Who does the eye examination?

You'll receive a list of 120 optometrists throughout the state. These are Doctors of Optometry, whose training includes college plus four years of graduate study. All the optometrists on the CSEA panel have been carefully screened and are highly qualified. If you select a doctor from this 120-member panel, your Vision Care voucher will be accepted as payment in full for the examination as well as the eyeglasses.

Do I have to use someone on the panel?

No. You can select your own optometrist, or elect to have your eyes examined by some other practitioner, such as an optician. But in this case, your voucher will not pay for your visit. You'll have to pay for the exam and glasses. The Benefit Fund will then repay you, according to a schedule of allowances. For example, the schedule provides \$16 for an examination, \$11 for frames and \$14 for standard lenses. So you probably will end up with out-of-pocket expenses in this case.

What kind of examination do I get?

The CSEA panel optometrist will treat you as he or she does any private patient. You'll make an appointment, complete a medical history form and

receive a complete professional examination. CSEA has taken steps to ensure that the examination is a complete one, including a number of important tests. At the end of the exam, the doctor will explain what he or she has determined from the exam, counsel you and prescribe prescription eyeglasses if necessary.

If I need glasses, how do I get them?

The CSEA panel optometrist will show you the frames in the CSEA Frame Collection. There are more than 100 frame styles from which to choose. If you select one of these frames, your prescription lenses will be prepared and you'll receive your glasses at no cost. Your Vision Care voucher will be accepted by the panel optometrist as payment in full.

Is there an extra charge for bifocals or tinted lenses?

No. Almost every lens type is covered under the plan: plastic or glass, oversized, bifocals, trifocals, cataract lenses, fashion tints and even prescription sunglasses.

Are any features not covered?

Just a few. You'll have to pay extra if you want designer frames, for example, instead of one of the frames in the CSEA collection. And there's an extra charge if you want no-line bifocals or the kind of lenses that change darkness depending on the lighting (photochromics).

How about contact lenses?

Contact lenses are not fully covered, but there is a Benefit Fund allowance for them. You would pay the panel optometrist the cost over and above the allowance.

What if I have a complaint?

The CSEA Employee Benefit Fund wants to hear your comments — both good and bad. When you get your voucher, you'll also receive a patient satisfaction form. You can use that to let the Fund administrators know such things as whether you were treated courteously and whether you were satisfied.

Local 010 accepting applications

NEW YORK CITY — Applications will be accepted starting Oct. 13 for nominations for the election of officers of CSEA Local 010, one of CSEA's largest locals.

Applications to be nominated by the Local's Nominating Committee can be obtained by contacting the Local 010 office, 16 Court St., Room 1905, Brooklyn, N.Y. 11241.

The nominating committee will announce its nominations on Oct. 27. That same day interested candidates not nominated may begin circulating petitions to gain ballot placement. Deadline for filing independent petitions is Nov. 10.

Ballots will be mailed to eligible voters on Nov. 23 and must be received by no later than 5 p.m. on Dec. 7 in order to be counted.

Statewide Secretary Irene Carr

Seminars conducted throughout regions



Statewide Secretary Irene Carr

The Statewide Secretary would like to report some accomplishments of this office for the past fiscal year.

An office was provided for the Statewide Secretary on the first floor of CSEA, Inc. This is the first office designated for this position within the term of the present Secretary.

Approval was granted by the Board of Directors at the request of the Statewide Secretary to purchase microfilming equipment. As of July 21, 1981, all Board of Directors verbatim transcripts dating from 1933 to 1979 have been filmed on 9 cartridges; this material had been contained in 8 file drawers. When all transcripts have been completely microfilmed from the meetings of the Board of Directors, Delegate meetings and

the State and County Executive Committee meetings transcripts will be microfilmed. A Reader-Printer had previously been established at 33 Elk Street, and therefore records can easily be researched from the microfilm.

The Statewide Secretary has been privileged to be invited by the Regional Presidents to various regions to conduct seminars for the secretaries of the locals and when this report is in print, the seminars will have been completed.

Since the Statewide Secretary is allowed one half time from her State position, it is not always a simple matter to spend as much time as is needed to carry out the responsibilities of the position at 33 Elk Street, in Albany. However, through the cooperation of the excellent staff within CSEA, Inc.,

many new innovations have been carried out within this office and the Secretary wishes to convey her thanks to this staff.

Regional Presidents address key questions facing union
Pages 10, 11, 12

McGowan challenges delegates

"Plant our feet, grit our teeth . . . prepare to fight"

Public employee union leaders are beginning to feel like the boy who cried, "wolf." More and more we are being compelled to warn our members of the dark clouds approaching public employment and, frankly, many of our members are getting tired of the pessimism.

Yet, who can overlook what is happening to public employees in America in 1981?

The President of the United States this year systematically embarked on a program to crush an AFL-CIO union! He made no bones about his plan. He intended to fire every member of the Professional Air Traffic Controllers Organization, AFL-CIO, who didn't return to work when he said so, and he intended to take every penny from their union's treasury and then have the union formally decertified. Whether he ultimately succeeds or not is important, but the fact that he felt secure enough to do it is incredible.

But, PATCO isn't alone.

In Philadelphia last month, the city publicly announced it had no intention of honoring a written contract with its teachers! This wasn't a dispute over negotiations, available funding, or the "usual" hard line by a public employer. This was a major American city, "the city of brotherly love," telling thousands of decent citizens that their contract wasn't worth the paper it was written on. The teachers, having little choice, resorted to a strike.

In Boston, Proposition 2½ is taking its toll. No public employee in the State of Massachusetts is safe from its effects. Wholesale layoffs are the order of the day in Boston and other cities in that state. Just like in New York, financial crisis doesn't only mean layoffs, it means hard bargaining for those public employees fortunate enough to survive the cut. Every public employee in Massachusetts is hurting.

In our own state, the administration is already rattling its financial sword. The new director of the Division of the Budget has already told the press that the Reagan Budget, that same budget that we have been warning our members about for nine months, could mean the loss of 4,000 state employee jobs by the end of this year. And that, he said, is only the beginning.

Our brothers and sisters in local government face an equally bleak fate. Already, the state has raised its axe over the heads of 23,000 CETA workers in this state, the vast majority in local government. CETA has always been a pain in the neck for public employee unions, but let's be honest, CETA was paying for some "regular" government services that will now have to be paid for from some other source. History shows that one source that will be squeezed is public employees.

What's worse, while the federal government is undercutting its aid to our state and its political subdivisions, New York is locked into a multi-year tax cut program of its own. We can see more and more competition in the coming years for fewer and fewer government dollars, and that spells nothing but trouble for our members.

Is our war for dignity and economic justice for our people now over? Of course not. We must be honest with ourselves and face the reality of our situation, but that doesn't mean that we have to roll over and play dead. Not by any means. We have a secret weapon that can win our war. That weapon is "unity."

There is no doubt that more tough times are ahead. There is also no doubt that the hardship that our members have been forced to bear for these past seven or eight years of economic trauma in our state is beginning to take its toll. We have a very demoralized workforce in this state, and who can blame them? We have sacrificed more than our share already, and we have no more blood to spare. Our backs are against the wall, and it's time to fight. We can't avoid a confrontation any longer.

But, despite the bleak outlook, we can win our war. We know that many battles may be lost, because we've lost many in the past, but we have had our share of victories for our members, too.

Occupational safety, for example, was a battle

that many of the "experts" told me that CSEA could not win. I felt otherwise. We fought like hell, and we have won equality with our brothers and sisters in private industry, at least in terms of statutory safety protection. Obviously, we have more to do.

The "experts" told me that my promise of creating a CSEA Employee Benefit Fund could never be realized. I believed that it could. Today, all of our state bargaining units are part of an excellent union-run benefit program that has taken the same money that the state used to spend and provided our members with better benefits than they ever had before. A new optical program has just been born, and we are looking for still more when we go back to the table this fall. Increasingly, local government membership is expressing a desire in negotiating participation into our Benefit Fund, and already some local government members are protected.

An Employee Assistance Program was something that everybody wanted but no one thought we could get. We did. CSEA now has a comprehensive program to help our members deal with their personal problems before they become professional problems. It is a model for unions across the country.

Five years ago, CSEA was going it alone in the labor movement. When I discussed affiliation with AFSCME and the AFL-CIO, the "experts" said our union would never do it. We did. And CSEA has been accelerating in its participation in the labor movement ever since. Our participation in the Solidarity Day demonstration is just one obvious example. There are dozens more.

At the same time that people were telling me that CSEA would never affiliate with the AFL-CIO, the same people were also sure that CSEA could never support a sophisticated political action program. It's easy to understand their reasoning. Five years ago hardly any politician thought there was much benefit in talking to CSEA.

One year ago, however, I had the distinct privilege of escorting the President of the United States into a wildly enthusiastic reception by 1,400 CSEA Delegates, who recognized the dangers of Ronald Reagan, and delivered this union's first presidential endorsement to Jimmy Carter. It wasn't enough, of course, but CSEA stood up to protect its members from Reaganomics.

CSEA's political action program has made dramatic progress in the past five years. Agency Shop, OSHA, revision of the Taylor Law, and the defeat of civil service "reform" are but a few of the benefits we have derived. We are now, for example, the largest lobbying organization in the State of New York.

The list could go on and on: day-care centers, improved communications, expansion of educational services, creation of safety assistance, and, at last, financial stability for our union. These are just some of the victories that we have achieved together — victories that have made CSEA a far better union than it even was before.

Let's be honest. We're in for bad times ahead. It will take all of the stamina that this union and its members can muster to fight off the attacks on public employees but, as we have proven in the past several years, we can make progress, even in the face of adversity.

We really have only two alternatives. We can look to the horizon, tremble at the approach of Reaganomics and roll over and play dead, or we can plant our feet, grit our teeth, roll up our sleeves and prepare to fight. The choice is up to each of us. I've already made mine.

There is no doubt that we are in for one hell of a fight over the next several years, but if all of us fight together we can't lose. If we choose instead to fight among ourselves, then we can't win. We have proven over the past five years that together we can achieve great things despite the obstacles. We will continue to prove it in the future.

William L. McGowan
CSEA President

McDonough report due at meeting

ALBANY — CSEA Executive Vice President Thomas H. McDonough is recovering from surgery and did not pre-file a Convention Report.

Mr. McDonough will be present at the 1981 CSEA Annual Delegates Meeting at the Concord Hotel, Kiamesha Lake, N.Y., and will deliver his report at that time.

Convention registration procedures

ALBANY — With completely revamped procedures and beefed-up staffing, delegate registration is expected to proceed smoothly at the delegates convention at the Concord.

Improvements are being carried out following recommendations made by the Special Committee to Study Registration Procedures, chaired by Statewide Secretary Irene Carr.

"The key to making registration work smoothly is pre-registration of delegates," said CSEA Supervisor of Stenographic Services Bernardine Dougal, to whom falls much of the responsibility for implementing the changes. Delegates were supposed to pre-register at least 30 days before the meeting.

"We're very encouraged, because it looks as though about three-quarters of the delegates have pre-registered," Dougal continued. "That should speed things up tremendously at the Concord."

When delegates arrive at the convention hotel, they will find that registration desks are set up by Local number. Pre-registered delegates must present the yellow copy of their certification form which has been stamped "Received for Pre-Registration."

When a delegate registers, he or she receives two badge inserts, indicating the delegate's name and Local. Both inserts are then presented at the nearby delegate packet desk.

There, the inserts are numbered, giving convention organizers a running tally or the number of delegates registered. The delegate then receives his or her badge, along with a delegate packet.

Those delegates or alternates who are not pre-registered must go first to the credentials desk, which will be manned by members of the Credentials Committee. They must present their certification forms, signed by the Local President. After they have been certified, they may then go through the registration procedures.

Registration and certification of delegates will begin at 10 a.m., Monday, Oct. 19, and close for the day at 5 p.m. On subsequent days of the convention registration will open at 8:30 a.m.

Regional presidents reports reflect diversity

Central Region V Labor's task is to begin the changing process for a brighter future for all



"We want more schools and less jails, more books and less arsenals, more learning and less vice, more constant work and less crime, more leisure and less greed, more justice and less revenge."

Samuel Gompers spoke these words eighty-eight years ago to representatives of government. In the centennial year of labor, these words still ring true. We do not want more jails, but cry out for proper staffing levels to maintain present facilities. Our members that work in schools continue to be frustrated with the "on again, off again" attitude of the public as school budgets are passed or defeated at whim. Funds are needed to keep schools clean and provide adequate, safe transportation. Many lunch programs have suffered for the want of staffing and funding. Those that deny labor the proper tools to do a competent job are the first to scream about the public employee and our "fat cat" pensions.

It is not only John Q. Public that must take the blame. Government leaders, at every level, are cowardly shaking behind closed doors waiting to see what position the electorate will take in furthering the conservative swing.

It does not matter that state policy has dumped thousands of helpless people into the streets from our institutions. (The Governor still had money to buy a fancy helicopter and refurbish his winter home in the Adirondacks.)

It does not matter that social agencies are grossly understaffed, yet still charged with the impossible burden of servicing the young, aged and the handicapped.

It does not matter that the turnover rate of all public employees is increasing at an alarming rate when bargaining agreements are signed that refer to such items as increased productivity and the quality of work life.

Ask a therapy aide working alone at night caring for fifty (50) patients what she thinks about her working conditions. Check with a heavy equipment operator about the safety of his machinery, whether he works for the state,

county, city, town or village. I do not have to cite examples to you, the member. First hand experience and daily frustrations block your attempts to provide necessary services.

To simply complain of the past or dwell upon the injustices of the present would not be in the best interests of the membership nor the taxpayer. Our task, and it is one of a collective "WE," as opposed to only the union's fight, is to begin the changing process that will bring about a brighter future.

One avenue open to us is political action. We must seek out and support elected officials that are willing to come out from behind those closed doors and put an end to the counter-productive head hunt currently being supported by those that would deny equal rights to all or financial assistance to those in need of an adequate social security compensation.

Another route open to the public employee is use of the collective bargaining system to its fullest extent. Involve the membership in major contract issues and don't give in to employer tactics of increased benefits without monetary compensation of equal proportion for all employees.

It is time for the membership of CSEA/AFSCME to stand collectively and achieve equality for all members. No longer is it advantageous to separate county from state, as all levels of bargaining are affected by settled agreements. Political action during the bargaining process is based on the areas of representation of the constituent, not on the employing agency. Together, over 200,000 strong, an impact can and must be made for the benefit of the public employee. It is time for the membership to adhere to the endorsements of our political action committees and not follow the established practice of voting the party line. The upcoming elections will determine the fate of public employees in New York State. It will be incumbent upon each and every union household to exercise the freedom of choice and vote for the best candidate, not the party candidate.

We in Region V will be working long and hard to elect the officials of government who will best serve our needs, to correct existing employee safety problems and to negotiate collective bargaining agreements that address the major needs and concerns of the membership. I will be looking to each and every one of you to help and support the union activities that will bring public employees through the current financial struggle of government and help raise the general standards of employees from "second class" to "first class" citizens.

James J. Moore
Region V President

Metropolitan Region II Intense membership drive one of many key objectives in region

Annual Meeting

TRADITIONALLY THE UNION LEADERSHIP HAVE ISSUED REPORTS TO THE DELEGATES ATTENDING CSEA'S ANNUAL MEETINGS. CSEA STATEWIDE PRESIDENT WILLIAM L. MCGOWAN'S COMPREHENSIVE MESSAGE TO BE DELIVERED TO DELEGATES ATTENDING THE 71ST ANNUAL MEETING OCTOBER 18-23 AT KIAMESHA LAKE IS PRINTED ON THE PRECEDING PAGE. REPORTS BY THE UNION'S SIX REGIONAL PRESIDENTS ARE PRINTED ON PAGES 10, 11 AND 12. THE REPORTS THIS YEAR CLEARLY REFLECT THE GROWING INVOLVEMENT OF CSEA IN LOCAL, STATE AND NATIONAL ISSUES.

Long Island Region I We must recognize that days of easy cooperation with government are over

Never before in America has there been such a concerted attack on public employees as we are witnessing today. Never before has there been so much concentrated hostility directed against us by politicians and their business allies. Never before has our Union needed to realize that the days of easy cooperation with government are at an end.

It is time to close ranks and to prepare for the fight of our lives.

Region One, the vanguard of the CSEA, has been in the thick of the fight during the past year. We have faced layoffs, abuse, and a united management bent on taking away almost everything we have gained in the past.

What have we done about it? We have not just sat back; we are fighting back.

We have elected a new leadership, committed to unionism and pledged to fight for members' rights and decent wages.

We have strengthened our participation in politics, making sure that local and state politicians know our positions on issues that affect us — and know that we will remember, when election time rolls around, how they voted.

We have launched programs to encourage more grassroots participation in the functions of our Union.

We have begun to train shop stewards on how to best serve our members.

We are recruiting new members among the unorganized public employees left on Long Island and are explaining the benefits of joining the Union to employees who pay agency shop fees.



We are speaking out publicly on subjects of concern to our members beyond the basic union issues of wages and benefits: the cost of living, energy policy, housing and the state of the environment.

We have streamlined our operations, consolidating and moving our regional offices into a facility where all our functions — meetings, training sessions, seminars — can be held under one roof.

We are here at the Concord this week to join with the other regions of the CSEA in this time of peril to public employees. This convention may be the most important in years for it will plan our strategy for bargaining for just wages and protecting our members' jobs. Whatever this Convention decides, I pledge to you the full support of Region One.

Danny Donohue
Region I President

I am pleased to report that my first duty after being elected President of Metropolitan Region II was to offer systematic educational programs at the Local levels within the region. In conjunction with the CSEA's Director of Education we have been able to do this on a Local basis according to the borough in which they are located. We have already started the process by making the necessary arrangements for the first educational programs to be held for all Locals in Staten Island effective November 19, 1981.

In conjunction with the President and Officers of Local 350, Regional Staff members and I held a series of meetings with representatives of the New York State Department of Labor to discuss the layoff procedure and the replacement of CSEA members that were scheduled to be laid off in this Region. I am pleased to report that these meetings were fruitful in that we were able to place a substantial amount of those who were scheduled to be laid off into the New York State Department of Social Services thus ridding that Department of the long-term practice of employing Kelly Girls on a temporary basis, which in my opinion only served to replace New York State employees and therefore presented a threat to the merit system.

Pursuant to the Willowbrook Consent Decree, New York Office of Mental Retardation has been ordered to reduce the patient ratio at the Staten Island Development Center. We have met with the President and Officers of that Local to appoint a committee at the Local level who will discuss the entire matter with the Commissioner and/or Representatives of his Department in order not to disrupt the lives or working pattern of those employees who are now employed at Staten Island Developmental Center. Hopefully, as time goes by we will find some alternate method of dealing with the problem at hand in order to keep that center afloat at full capacity.

It is my intention to launch an intense membership drive throughout the entire region in order to bring those employees who are Agency/Shop members into the fold of the CSEA ranks, with the hope that they would be able to enjoy the full benefits of CSEA membership. Thus, my goal is to encourage the active involvement of these new members within their respective Locals and therefore enhancing the Region's strength simultaneously.

I will expend all necessary energies in trying to obtain a full complement of staff for the Metropolitan Region II. Since I am no stranger to the Region's operation I am fully aware that for a number of years now Region II



has never operated at a full staff capacity. I intend to provide the Region's membership not only with a competent Field Staff but also an EAP Representative, a Performance Evaluation Monitoring Specialist, Public Relations Specialist and a Research Analyst so that our Local leadership with the Region will be able to provide their membership with immediate answers to all problems with the assistance of our Regional Office personnel.

George Caloumeno
Region II President

Western Region VI Enough time was spent on rhetoric and exhortation, now we need involvement

Enough time has been spent on rhetoric and exhortation... my "message" is short. The time to act is now! Solidarity Day gave thousands of union members a

chance to stand up and be counted. Our message to the Reagan Administration was that he does not have a mandate to destroy human services. Now it's your turn to ACT!

Call your unit or local officers and offer to help them. Write or call your Senator and Congressional representative and tell him/her how you feel about the pending budget cuts and their effect in New York State... on you!

Apathy is our enemy... we have become comfortable and content with what we have. CSEA needs your active involvement now... please don't wait until after the fact. There may not be anyone to fight for you!



Robert L. Lattimer
Region VI President

Southern Region III Region achievements cover wide range of key issues

The course of events in the Southern Region continued at their usual lively pace as officers, rank and file, and staff, joined forces to achieve common goals. While it would be difficult to list every significant event, what follows are highlights:

- The full Public Employment Relations Board reversed a hearing officer's decision which would have permitted public employers to unilaterally alter bargaining units voluntarily agreed upon. The decision, in case involving Orange County, reversed a PERB policy followed since 1976.

- A unique "conflict-resolution" program, organized jointly by labor and management at Wassaucott Developmental Center, was implemented. It is expected to be a prototype for other institutions.

- The City of Poughkeepsie was ordered by a PERB hearing officer to reinstate employees terminated when the municipality contracted-out administration of parking facilities and operations of the waste water treatment facility. The city was found to have, "not negotiated in good faith with CSEA regarding the impact on its employees." Potential contracting-out matters, involving Rockland

County and the City of Beacon, were also successfully addressed.

- Political action is on the upswing as more and more members recognize its implications, especially in the existing political climate.

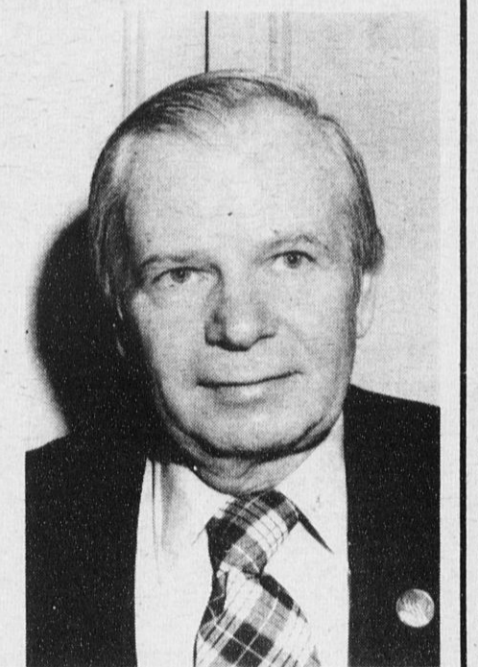
- CSEA has appealed a Westchester County Public Employment Relations Board decision allowing corrections officers to fragment. The decision was found, in part, to be inconsistent with previous "mini-PERB" rulings.

- Public sector OSHA complaints were filed and followed up at all levels of government in order to achieve safe working conditions. OSHA workshops were held, too.

- The Mental Health Clinic operated in the City of Newburgh by the Middletown Psychiatric Center has been shut down in response to complaints about working conditions there. A similar situation also shut down the Ulster County Office Building for several days in April.

- Organizing efforts have been initiated in various parts of the region, including within Orange, Sullivan and Ulster Counties.

- The first round in a series of Region Three Committees was held. Locals with similar com-



munity of interests were linked to meet in an informal setting to share experiences, trade ideas and tap each others common knowledge.

- Various regional committees have been reorganized in the wake of regional elections. New emphasis is to be placed especially on educational programs.

Finally, the regular ongoing business of the region continued — contract settlements, grievances filed, arbitrations entered, etc. — in what is ultimately the "meat and potatoes" of unionism.

Raymond J. O'Connor
Region III President

Capital Region IV

We've done well, but we can't solve problems coming tomorrow using yesterday's answers

On the eve of the Presidential Election, the Republican candidate asked one simple question of the Democratic incumbent and the Nation, "How much better off are we now than we were a year ago?" The audience answered that rhetorical question with a landslide of voter support for the challenger.

As another CSEA year ends, let's ask ourselves that haunting question — "How much better off are our members now than they were one year ago?"

In the Capital Region of CSEA, our office received approximately 18,720 phone calls from members, other CSEA Regions, CSEA Headquarters and the general public, requesting aid, representation, advice and direction. Most of the calls were for field representatives concerning matters of representation, negotiation, disciplinary and improper practice charges. Most calls were returned within a twenty-four hour span where possible. Therefore, in the area of communication on a one-to-one basis, the needs of the membership have been, and are being, met.

During the past year, the Capital Region Field Staff commenced negotiations for 78 contracts or contract re-openers, covering nearly 9,000 CSEA members and their families. You might be surprised, but the latest figures from the State Public Employment Relations Board indicate that CSEA is obviously doing a better job for its members in negotiations — County Government, City, Town, Village and School District employees — than other public sector unions have been able to do for their "more professional" membership. PERB's Annual Report states that "School District teacher negotiations resulted in an average salary schedule change of 6.3 percent statewide, 6.5 percent upstate and 5.8 percent in the New York City suburban area . . ." "Negotiated settlements for local government employees, excluding fire and police, averaged 7.0 percent." "Average negotiated increases for counties in 1980 were 7.1 percent, cities — 7.2 percent, towns — 6.8 percent and villages — 6.7 percent."

While the percentages are a little bit better than expected, one must still realize that the public sector settlements continue to be substantially lower than private sector contracts.

Let's continue our look at the services as provided by the Capital Region. During the first six months of 1981, the Region Staff aided CSEA Locals and Units in settling numerous grievances and disciplinary problems prior to the first official recorded steps of either the grievance or disciplinary procedure as mandated by the various contracts. Only fourteen disciplinary charges were recorded as going the full route, five improper practice charges were referred to PERB for decision, and only eight disputes ended up in arbitration. This can only mean that in the majority of cases, the CSEA shop steward and the CSEA field representative have been doing the job of resolving problems at the lowest possible level, causing the least inconvenience to the CSEA member and, hopefully, causing management to act more responsibly.

Therefore, in the service aspect of our Union, our members are receiving what they pay dues for — prompt, professional representation before their employer.

The key to improving any organization is education. The Capital Region can finally boast that all Region IV Political Subdivision Locals are now participating on the Region level. This participation may be due to our new Regional Meeting schedule or the incorporation of more Local Presidents' Meetings than previously allowed within the old meeting schedule.

But, all the Communications, Service and Education in the world is no good without Action. And during the past twelve months, the Capital Region has seen numerous and various types of ACTION. There were several informational picket line situations in areas where, a few years ago, the very idea of any show of unionism was verboten. CSEA Capital Region came out ahead in all of its Political Action endorsement campaigns, often being referred to as "the swing" vote in tight elections. Of course, our Region members roared their protests to the Presidential economics on the Mall in Washington, D.C. and braved the rain to protest the Rugby/Apartheid connection.

Now, what about this coming 365 days, nights and the 52 weeks and weekends that the Union members must live and work through.

In the areas of Communications, CSEA must update its internal communications, utilizing word processing technology to put the six Regions in direct communication with CSEA Headquarters and, then, CSEA in direct contact with AFSCME in Washington. When a Unit, Local or the State Contract Bargaining Team needs up-to-the-minute economic data and research, CSEA should be able to instantaneously call on its resources for all the information necessary to support that team in Cohoes, Essex County or at the table with the State OER.

Service — The Capital Region Staff is still not over the effects of the layoffs of the past years. Our Regional research responsibility is still uncorrected and, I believe, affecting our collective bargaining efforts. The Employee Assistance Representative function for Region IV is presently vacant as is a field representative position. We must be prepared to serve our membership needs; therefore, we must be able to grow to within the mandated perimeters.

Education cannot be neglected. Certification of 458 stewards in grievance handling was completed during 1981. Their education must continue in many other areas. A Safety/OSHA workshop and yet another grievance certification program are already scheduled for this fall. The Region School District Committee's second annual program is being arranged, and our Region Women's Committee has already completed their second annual program. On a statewide basis, the CSEA Women's Committee should consider meshing their statewide workshops into both the State and County workshops with scheduled women's programs at each event. I believe this will help alleviate some of the financial burdens presently placed on the Locals and also allow the wider scope of people in attendance at these two annual events to be exposed to the women's union aims and program efforts.

Future 1982 Region education programs are planned on labor/management meetings, Unit negotiations and a long envisioned Unit Presidents' Meeting, hopefully, will be conducted next year at this time.

Action — Within the Region, our educational campaign to convert



agency fee payers and non-members to full participating union members has paid off. A total of 2,205 State conversions and 565 County/local subdivision changeovers have been handled by the Regional Office clerical staff. This, along with obtaining agency shop provisions in 45 contracts, has added to the strength of our statewide organization. Spreading the gospel of public employee unionism the CSEA way has also dividends; three new bargaining units were formed in the Region during the past year; one group of 40 members was a former independent association which sought out CSEA membership due to our positive image of membership service!

I have officially designated October and November as recruitment months in the Capital Region and expect each Local to reduce our remaining 5,158 agency shop fee payers by a minimum of 25 per cent. Correspondence to each Local President concerning their Local's status was forwarded in late September. Was this item discussed at a Local meeting?

We cannot solve tomorrow's problems with yesterday's answers. We must anticipate our membership's present and future needs and work towards providing new resolutions to the problems so that CSEA becomes a stronger Union and our members become stronger and loyal unionists.

Actions speak louder than words, so the saying goes. Words can be your action. Say something good about your Union. CSEA is a good Union.

Joseph E. McDermott
Region IV President

Region 3 political rally

FISHKILL — The Southern Region Political Action Committee plans to fire up members for Election Day '81 by holding a rally on Thursday, Oct. 15, at LaNeve's Restaurant, Route 17M, Goshen.

The rally was originally set Oct. 1 but had to be rescheduled to the 15th.

Regional officers, local and unit presidents as well as regional and local PAC members are invited to attend.

The rally will begin at 7:30 p.m.

Election set to fill Labor board seat

ALBANY — Five candidates have been nominated by CSEA's Statewide Nominating Committee for ballot placement in a special election to fill a Department of Labor representative's vacancy on the union's Board of Directors.

The committee approved nomination of: Elaine Todd, Region 6; Stella Williams, Region 2; Doris Bourdon, Region 4; John Gianguercio, Region 1; and Brian Ruff, Region 4.

Ballots in the election will be mailed to eligible state DOL members on October 28. In the interim, eligible members who were not placed on the ballot by the nominating committee can still get ballot placement by obtaining official petition forms from the office of CSEA Executive Director Joseph J. Dolan, Jr., 33 Elk St., Albany, N.Y. 12207.

Petitions must be filed with the Statewide Elections Procedure Committee by no later than October 21.



FUN IN THE SUN — Timothy, seven, and Christopher Jayes, two, are joined on the playground slide at Letchworth State Park by seven-year-old Darlene Littlebrant at the Region VI PEOPLE picnic. Darlene is the granddaughter of Grace Steffen-Boyer, Treasurer of Roswell Park Local 315 and the Jayes' are sons of 315 President Jim Jayes.

Region VI PEOPLE picnic

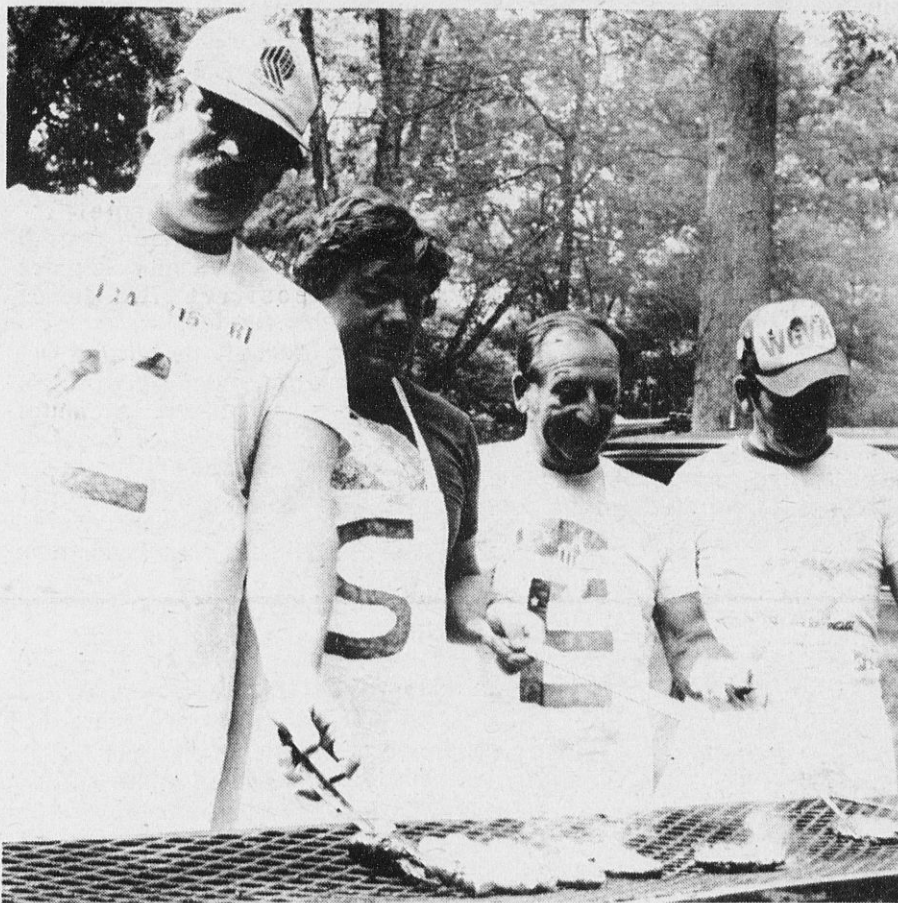
Sheila Brogan:
'The important
benefits of being
politically aware'

BUFFALO — The Region VI PEOPLE (Public Employees Organized to Promote Legislative Equality) picnic in Letchworth State Park was a "great success," according to Coordinator Sheila Brogan. "It gave us an opportunity to inform our members of the important benefits of being politically aware," said Brogan.

Ms. Brogan, also Region VI Secretary, said the informal atmosphere of a picnic was a good opportunity to speak about the election and legislature activities planned for the future by the PEOPLE Committee.



SUMMER SMILE — This one was worn by Penny Bush, President of the Wyoming County Employees Unit of CSEA Local 861, at the Region VI PEOPLE picnic in Letchworth State Park.



PEOPLE PEOPLE (above photo) — The enjoyment had by many at the Region VI PEOPLE picnic in Letchworth State Park was due to the efforts of a committee that included (l-r) Bobbi Bridge, Cathy Nailor, Jim Jayes, Ramona Gallagher, Sara Sievert, Bob Smith, Brian Madden, Shiela Brogan and Tom Warzel.

TEAMWORK (left photo) That famous Region barbership quartet of Brian Madden (C), Tom Warzel (S), Bob Smith (E) and Skip Dunham (Missing the "A") shared grill duties at Region VI PEOPLE Picnic.

Sizeable wage hikes targeted for Kingston city workers



PRESENTING THE CONTRACT to the Kingston City Local are from left, members Steve Gorsline, Walt Gardecki, George Finch; Field Rep. Ross Hanna, Unit President Tony Fattarino and member Ed Soper.

KINGSTON — A \$1,000 across-the-board wage hike in 1982, and nine percent across-the-board in 1983, is targeted for 200 city employees here, as the result of a new two-year contract to go into effect January 1.

Unit President Tony Fattarino chaired the negotiating team, assisted by Field Rep. Ross Hanna, and Unit Members George Finch, Steve Gorsline, Walt Gardecki and Ed Soper.

Other highlights are:

- bus operators added to bargaining unit;
- raingear provided for all public works and recreation department workers;

- full day holidays extended for Christmas Eve and Good Friday;
- DPW employees get extra day's vacation pay for every 30-day accident free period;
- 185 sick days may be accumulated and reimbursed upon retirement or separation;
- beneficiary may collect 75 percent of employee's accumulated sick leave;
- dental plan improved;
- past practice clause added; and,
- no contracting-out language provided.

A bustling, multi-service operation



ROSE DINUZZO, Offset Machine Operator

ALBANY — Dave Sebast sums up his work at CSEA quickly.

"That's the way we are around here. We try to get right to the point and get things done," says Sebast, Supervisor of Building Services at CSEA Headquarters.

If you want a brochure printed, 100,000 envelopes stuffed or a package mailed, Sebast is the man to see. His office also sees to it that the Headquarters building at 33 Elk Street is clean and in good repair.

"Printing, handling the mail, maintaining the building, plus a number of odds and ends — it's a broad scope, but we manage to keep ahead of the game," said Sebast, describing his department's duties as he sat in the back of the print shop. Located in the basement of CSEA Headquarters, the shop is a warm, bustling place where the coffee pot is always on and the repartee between staffers is lively.

"The most challenging part of the job is trying to keep up-to-date on everything and to get all the print materials out in a timely manner," Sebast says.

He devotes most of his attention to the printing section, which, with the help of four staffers, is where most of CSEA's internal forms, booklets, leave records, letterhead, flyers and special mailings to members get done.

Printing equipment includes a multitude of machines — some sophisticated, some old reliables, and most of them noisy when they're running, which is most of the time. There are two two-color offset presses, a Xerox capable of reproducing booklets, a gadget which can insert materials into 6,000 envelopes an hour, and an Itek camera which makes paper print plates. There are machines that will do just about anything you can name to a piece of paper: collate it, staple it, fold it, cut it, and even shred it.

Two of Sebast's crew handle mail supply, which includes the processing of daily mail, as well as special mailing where hundreds and often many thousands of items must be sorted, put in zip code order and delivered to the post office. Special

mailings to members — nearly a quarter of a million of them — are the biggest mailing jobs and can keep the crew hopping for days.

In addition to the printing and mail employees, Sebast supervises two day and five night maintenance workers, a switchboard operator, and the Headquarters steno pool.

Known for his sense of humor and easy-going nature, Sebast, who has been supervising Building Services for 11 years, takes the demands of his job in stride.

"There are periods when we have a lot of deadlines and everybody wants things yesterday. It can be very hectic, especially if a machine breaks down," says Sebast. "But I learned a long time ago not to let things upset me, that it doesn't pay to get excited. I just try to go with the flow of things."



RAY LATHAM
Supervisor of Building Maintenance

STAFF PROFILE

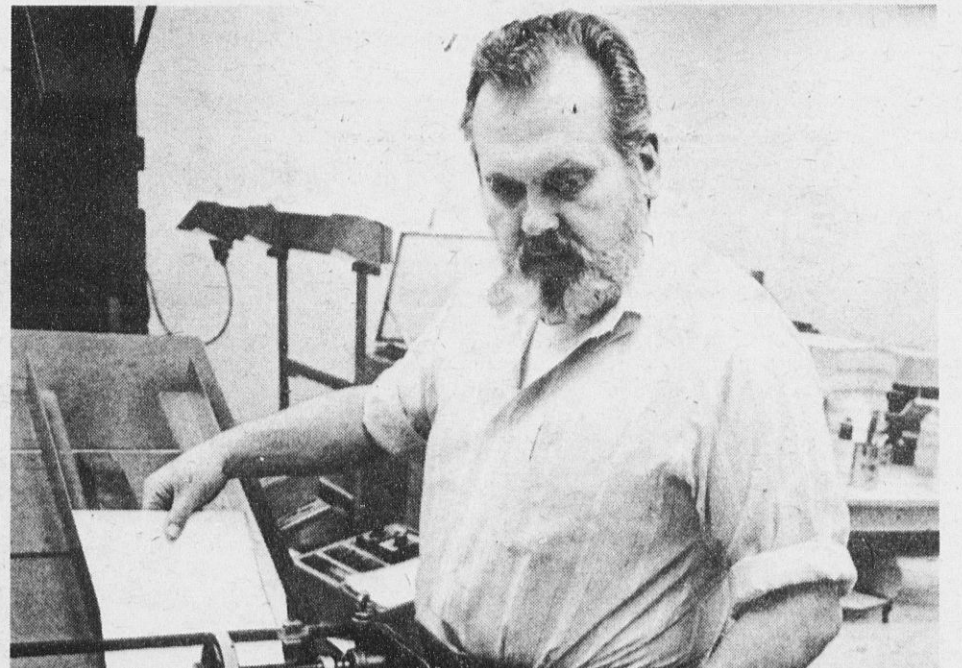
BUILDING SERVICES

The Civil Service Employees Assn. is an extremely diverse organization. Its membership of upwards of a quarter of a million workers perform thousands of different jobs at hundreds of work locations throughout New York State. The needs of those members can vary as much as the members themselves, and it takes a sophisticated staff organization to meet those needs. CSEA employs

a professional staff of more than 200 people to provide services to the membership. Slightly more than one-half of that total are assigned to statewide headquarters at 33 Elk Street, Albany, with the remainder assigned to the six regional headquarters maintained by CSEA throughout the state. "Staff Profiles" is an informational series designed to acquaint members with staff departments and personnel.



THOMAS COLEMAN, Senior Offset Machine Operator



RICHARD PLEMENIK, Principle Offset Machine-Operator



DAVE SEBAST
Supervisor of Building Services



DELORES CARTER
Switchboard Operator



JOHN FEBRAIO
Mail Supply Clerk

Steno pool offers more than typing

ALBANY — What does CSEA's Steno Pool do? More than one might think, says the person who heads the office, Bernardine Dougal.

"Most people think of a steno pool as just a place where people come to get material typed," says Dougal. "But it's much more than that. We don't get a whole lot of recognition in this office, but if we weren't here we'd sure be missed."

Dougal, whose official title is Supervisor of Stenographic Services, explained that her office also maintains Headquarters' huge central files, is responsible for regular mailings to the Board of Directors and Local and Unit officers, provides office relief when Headquarters secretaries or the switchboard operator are out, and coordinates registration at CSEA conventions and meetings.

"We have verbatim transcripts of delegate meetings reaching back to 1918 and of Board meetings beginning in 1942," Dougal explained. "I guess things have changed, because the first Board transcript we have is only two pages long, while the transcript of one recent meeting ran 260 pages."

Other records kept by the office include constitutions and by-laws of each Local, correspondence, mailing lists of local and unit officers, and a wealth of information on CSEA committees including names of members, meeting notices, minutes and reports.

The steno pool historically has been a training ground for CSEA's secretarial/clerical staff. "It's a good place to start because there's such variety to the work we do and people are able to get an overall



BERNARDINE DOUGAL
Steno Pool Supervisor

idea of the association from here," Dougal said, quickly naming seven secretaries in the building who had started their CSEA careers in the steno pool.

About this time of year, preparations get underway for mailings in connection with the Delegates Convention. This year Dougal and crew are working to implement new delegate registration procedures.

"A special committee, chaired by Irene Carr, made a number of recommendations designed to make the registration procedures easier and more efficient," said Dougal, who served as staff coordinator for the committee.



WESTCHESTER COUNTY UNIT Acting President Jerry Barbour renews the unit's pledge of support for the Employee Assistance Program.

Westchester unit renews EAP backing

WHITE PLAINS — The CSEA Westchester County Unit and the county government recently renewed their pledges of support for the Employee Assistance Program of the County of Westchester (EAP).

Acting Unit President Jerry Barbour and County Executive Alfred DelBello both gave their support to the program at a workshop sponsored by the Westchester Council on Alcoholism.

EAP provides referral services to the more than 5,000 CSEA-represented county employees, other employees of the county and their families who have personal problems including alcohol abuse, drug abuse, job, family, financial, psychological and marital.

Barbour, in voicing support for EAP, said the program saves jobs, saves money by reducing the number of arbitrations and restores self-esteem and dignity to the employees in need of the program.

He read a letter to the workshop participants from a county employee who had turned to alcohol and became a time and attendance problem following the death of her parents and problems with her teenage daughter.

The employee was referred to EAP by her supervisor, was referred to Alcoholics Anonymous by EAP, and has since straightened out her life, Barbour read.

DelBello thanked the CSEA unit for its continued support of the program. In recommitting his support for EAP, he cited cost effectiveness and worker productivity as benefits of the program.

County Personnel Officer Harley D. Barclay Jr. told the workshop that since the program started in April 1977, EAP referrals have helped save the jobs of approximately 400 employees.

The Westchester program works similarly to the State program where the troubled employee on his/her own or at the suggestion of the supervisor or the union meets with an EAP coordinator.

The coordinator, working confidentially, refers the troubled employee to the appropriate service, he said.

Barbour said he is committed to adding about 10 more coordinators. He said coordinators perform their EAP duties in addition to their regularly assigned county duties.

He said anyone interested should call him at (914) 682-3291 or EAP Director Frank McKay at (914) 682-3155.



STENO POOL STAFF — Pictured are (left to right) Lisa Randolph, Mary Artis and Rosemary McNamara.

First of its kind in the nation

MHTA on-the-job training granted to CSEA, State; opens door to upgradings

WASHINGTON, D.C. — CSEA and the State of New York have won a \$220,000 federal grant to provide on-the-job training as part of a demonstration project that could result in job upgradings for hundreds of mental Hygiene Therapy Aides (MHTAs).

CEA President William L. McGowan and Meyer Frucher, Director of the Governor's Office of Employee Relations, announced the grant at a capitol press conference last week.

The grant is the product of a detailed application with the U.S. Department of Health and Human Services by a consortium created by CSEA, GOER, OMRDD and the joint CSEA-State Committee on Work Environment and Productivity (CWEP). All members of the consortium provided "seed money" matched by the federal grant.

"This grant is the first of its kind in the nation and it is also the first time that the State of New York and a union jointly filed for a federal grant," commented CSEA President William L. McGowan, "but more importantly, it is an opportunity for our union to help provide on-the-job training for MHTAs that will be the basis of upgradings in the future as the trained MHTAs accept more professional duties as part of their care of the mentally retarded."

Training will be provided in physical and other therapy skills during an initial two week period, followed by one week's training per month for the first year and additional professional supervision during the remaining three weeks.

The goal of the program is to solve two problems. First, a shortage of clinical experts available to work in clinical programs can be alleviated by allowing trained MHTAs to provide some clinical services to clients. Secondly, the trained MHTAs will be more prepared to provide the different types of care required for patients moving from an institutionalized to a community setting.

About 240 MHTAs and 60 supervisors will participate in the one year pilot project at five developmental centers to be selected by OMRDD which will include at least one urban, one suburban and one rural center.

All participants in the program will be selected based upon the centers chosen and criteria being established by CSEA and OMRDD. Participation is voluntary. The union will pursue new upgrading possibilities as part of the new duties for the trained MHTAs.

Suffolk schools ratify

HAUPPAUGE — Three Suffolk school district units have reached contract settlements recently with increased benefits and annual salary hikes ranging from 10 to 11 percent.

The Middle County Central School District unit of Suffolk Educational local 870 settled a three-year contract for the 75-member buildings and grounds unit, the 20-member chiefs and heads unit and the 15-member maintenance unit, giving them an average 8.5 percent pay increase which ranges from \$1,000 to \$13,000 annually depending on job title.

The 40-member transporting unit, which walked off the job, along with the three other units, last March in a wildcat action over the subcontracting of bus routes, is still at impasse but is in fact-finding. James Walters, the field representative negotiating for the unit, said, however, that the contract for the other units includes the formation of a joint committee to study contracting-out of services in the school district.

After fact finding, President Marva Santiago and Central Islip Union-Free School District settled a three-year agreement for nine percent plus increment each year for the 250-members which comprise the blue and white-collar bargaining units.

The settlement reached by the unit of local 870 includes a switch to the family dental plan, an additional \$50 for each step of longevity, an additional step on salary schedule for school monitors. Also, the CSEA negotiated a new job classification for school learning aides and established for them a salary schedule and a list of holidays and sick days.

Suffolk local 852's unit in the Village of Lloyd Harbor has reached a two-year agreement which gives each employee between \$1,200 and \$2,500 annually.

President Wayne Bruschi and the Village agreed to a civil service audit to reclassify those employees currently working as mechanics but classified as laborers.



LETTER OF APPRECIATION — Fred Farone, center, former president of the CSEA Schenectady County Local, receives a laminated letter of appreciation from the Capital Region staff for his personal dedication to CSEA during his ten years of leadership in the local. Presenting the letter are Field Representative Donald McCarthy and Capital Region Director John D. Coccoran Jr. Watching the presentation is Frank Tomecko, new Local president, left.

Schenectady Co. PAC announces candidate endorsements

SCHENECTADY — The Political Action Committee of the Schenectady County Local of CSEA, with the approval of the Capital Region PAC, has announced the following endorsements:

In the Town of Rotterdam, John Kirvin 21-year incumbent Democrat supervisor has won the CSEA endorsement in his re-election bid. Kirvin is president of the Association of Towns of New York State and supports the concept of binding arbitration to resolve contract disputes.

Charles Drago, Jr., chairman of the Schenectady County Board of Representatives, has won the CSEA nod in his re-election effort. This Republican can-

didate also supports binding arbitration and is in favor of a study of salary levels of similar jobs in other counties in the state.

James Tedisco, Republican incumbent City of Schenectady Councilman, has also gained the union endorsement based on his record and support of no layoff clauses in contracts. Dave Roberts, Democrat, City of Schenectady incumbent Councilman, picked up the backing of the public employee union due to his record of public service and his belief in negotiated job security clauses.

Anthony Richute was endorsed as the Republican candidate for Schenectady city councilman based on responses during the candidate interviews.

Calendar of EVENTS

October

- 9—Nassau County Local 830 annual dinner dance, 8 p.m., Crest Hollow Country Club, Woodsbury.
- 14—Buffalo Local 003 Meeting, 5:30 p.m., Plaza Suite, 1 M&T Plaza, Buffalo.
- 14—Regional III Mental Hygiene Local presidents meeting, 7:30 p.m., Holiday Inn, Fishkill.
- 14—Region V Employee Assistance Program network meeting, 10 a.m., Rome Developmental Center, Rome.
- 15—Suffolk solidarity Day rally against budget cuts, noon — 1 p.m., H. Lee Dennison Building, Veteran's Memorial Highway, Hauppauge.
- 15—Region One open house and installation, 2-6 p.m., new regional offices, 300 Vanderbilt Motor Parkway, Hauppauge.
- 16—EAP network meeting, region one headquarters, 1 p.m., 300 Vanderbilt Motor Parkway, Hauppauge.
- 19—Region I Executive Board, Concord Hotel, 7 p.m.
- 19-23—71st Annual Delegate Meeting, Concord Hotel, Kimesha Lake.
- 24—Wassaic Developmental Center annual fall dance, The Pond, Anchan.

- 26—Region One Women's committee, 7 p.m., region one headquarters, 300 Vanderbilt Motor Parkway, Hauppauge.
- 28—Region One Safety committee, 7 p.m., region one headquarters, 300 Motor Parkway, Hauppauge.
- 31—Region V Treasurers' training seminar, 9:30 A.M.-3:30 P.M., Hotel Syracuse, Syracuse.

November

- 6-8—Region V County Workshop, Ramada Inn, 6300 Arsenal Road, Watertown.
- 7—Department of Labor Local 670 communications workshop, 9 a.m., Ramada Inn, Albany.
- 7—Region One Women's committee workshop, 9 a.m.-1 p.m., Musicaro's Restaurant, Melville.
- 7—CSEA Local 609 SUNY Morrisville First Annual Harvest dinner Dance, 6:30 P.M., White Elephant Restaurant, Center Street, Canastota.
- 16—Region One executive board meeting, 7:30 p.m., region one headquarters, 300 Vanderbilt Motor Parkway, Hauppauge.

Chautaugua unit signs pact

MAYVILLE — The 1,200-member Chautaugua County Employees Unit of CSEA Local 807 has agreed to terms of a three-year contract with the County.

Benefits of the pact include a seven percent wage increase, retroactive to January 1, and three percent retroactive to July 1 in the first year; an eight percent boost effective January 1, 1982, and nine percent more on January 1, 1983. The raises are in addition to normal increments.

The agreement calls for an increase in shift differential pay of 20 cents per hour, an increase in paid time off for union conventions, seminars and workshops from 150 to 250 hours, and paid leave to be counted as time worked for overtime purposes.

The pact also includes an Agency Shop provision, improvements in lunch allowances, operating highway equipment pay, private vehicle mileage allowance and health care benefits.

The negotiations were led by CSEA Collective Bargaining Specialist Danny Jinks, aided by a committee chaired by Local President Jim Kurtz. The Negotiating Committee included Unit President Bill Beckerink, Sandra Bain, James Smith, David Marsh, Gary Berndt and Julie Kesly.

Local 819 agrees to 3-year pact

BATAVIA — A three-year collective bargaining agreement has been signed by the Genesee Employees Unit of CSEA Local 819 and Genesee County.

The contract will improve wage increases for the 300 member unit by 7.2 percent plus increments, effective January 1, 1981, 6.9 percent plus increments, effective January 1, 1982, and a pay increase based on the Buffalo Consumer Price Index plus increments, effective January 1, 1983.

Improvements were also made in health insurance as well as basic and prosthetic dental care, with full family coverage effective January 1, 1983.

Job title reallocation improvements, uniform allowances and vacation carryover provisions are other employee benefits.

The unit's Negotiating Committee included President Craig Weiss, James Duval, Kenneth Dart, Margaret Tiede and Sharon Bork and CSEA Collective Bargaining Specialist Danny Jinks.



STATE LOCALS HUDDLE — Presidents and representatives from nine state local met recently with collective bargaining specialist Jack Conoby to discuss contract key issues of concern to Administrative Unit employees. Present at the open meeting in Utica were, seated left to right, Bud Mulchy, Local 414 Marcy P.C.; Conoby; John Giehl, Local 425 Utica P.C.; and standing Ed Lavin, Ft. Schuyler Local 014; Jon Premo, Local 422 Rome D.C.; Jacquie Starna, administrative representative, Local 505 DOT District 2; Steve Zarod, Local 609 SUNY Morrisville; Jim Venditte, treasurer, Local 201 NYS School for the Deaf.



ROCKLAND COUNTY LOCAL 844 leaders are shown being sworn in by Rockland Psychiatric Local 421 President Eva Katz, right. Officers are, from left, Treasurer Caroline Osinga, Secretary Agnes Schmoll, Second Vice President Charles Maneri, First Vice President Ray Zerbarini and President Pat Spicci.



HERKIMER COUNTY CSEA LOCAL 822 recently installed new officers. Seated from left are CSEA Region V President James J. Moore, installing officer, President Mary Sullivan, Vice President Linda L. Fiorentino, and standing, Secretary Judy Hyde and Treasurer Bernard Decker.

—Photo courtesy Herkimer Evening Telegram

Notice of rebate procedure

ALBANY — CSEA's Constitution provides for rebates of a portion of union dues or agency shop fees to any dues paying member or agency fee payer who objects to the appropriation of this portion of his or her payment for political or ideological purposes unrelated to collective bargaining. The political rebate amounts to \$2.60.

CSEA procedures call for rebate applications to be submitted during October by certified or registered mail addressed to the State Treasurer. Individual applications should be submitted; lists of members and fee payers are not acceptable. Each application for reimbursement must include individual's Social Security number.

AFSCME's rebate procedure

Since 1974, AFSCME's Constitution has included a rebate procedure to protect the rights of dues-payers (both members and non-members who pay "fair share" fees) who disagree with how the Union spends money for partisan political or ideological purposes.

The timing of the steps in the procedure is tied to the International's fiscal year. The procedure is spelled out in Article IX, Section 10, and Article XI, Section 14, of the International Constitution.

How it works:

Each year, by April 1, the International Secretary-Treasurer calculates the portion of per capita payment or its service fee equivalent that has been used for partisan political or ideological purposes during the preceding fiscal year. The financial officers of councils and locals do the same also by April 1, unless some different date is more appropriate.

Individuals who want the calculated portion of their payment returned must request it in writing between April 1 and April 16. The request must be sent to the International Secretary-Treasurer at AFSCME headquarters in Washington, D.C. by registered or certified mail.

The request should include a list of those subordinate bodies to which the individual has made dues or service fee payments. Requests must be renewed in writing every year the individual wishes a rebate.

The International Union will notify the appropriate subordinate bodies of rebate requests. The International and those subordinate bodies will then send rebate checks to the individuals by registered or certified mail or otherwise receipted delivery.

(Should the subordinate body involved have a date other than April 1 for calculating the correct portion, the mailing of the rebate will correspond to that date.)

Any individual who is dissatisfied with the amount of the rebate may object by filing a written appeal with the Union's Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to AFSCME's Judicial Panel Chairman at International headquarters. The Judicial Panel will conduct a hearing and issue a written decision on each appeal.

If dissatisfied with the Judicial Panel's ruling, a member can appeal to the next International Convention. A non-member can appeal to the Review Panel, which is an impartial body provided for in Article XII of the International Constitution. Appeals to the Review Panel must be filed in writing within 15 days after receiving the Judicial Panel decision.

Eight locals elect officers in reruns

The mail ballot rerun elections recently conducted by the CSEA Standing Election Procedures Committee have been held. Here are the official results:

Buffalo Psychiatric Center Local 403: Leroy Freeman, President; Virginia Olszowska, Vice President; Pat Franco, Secretary; Linda Cote, Treasurer; Kathy Esterline, Administrative Vice President; Peggy McCray, Institutional Vice President; Sam Mangione, Operational Vice President. Executive Board Members are J. Gaines, B. Garner, D. Barrett, G. Connors, K. Mann, J. Hunter, P. Palumbo, F. Falejczk, J. Campagna, B. Brown, N. Sidoti, K. Jacobs, O. Winukowski, C. Johnson.

Cattaraugus County Local 805: Robert Painter, President; J. Stephen Montgomery, Vice President; Barbara Ploetz, Secretary; Ruth Marvin, Treasurer; Jerry Helfer, Local Delegate; Jerry Burrell; State Representative.

SUNY at Buffalo Local 602: Barbara J. Christy, President; Kathleen Berohou, First Vice President; William Stroberl, Second Vice President; Thomas Warzel, Third Vice President; Doris Williams, Fourth Vice President; Shawn Diehl, Treasurer; Jerry Frieday, Secretary; Anna Gilani, Delegate; Donald D'Hare, Institutional Unit Representative; Morton Merowitz, Operational Unit President; Monica Pietrzak, Administrative Unit Representative.

Brookwood Center Local 551: Robert Ivery, President; Dorothy Holloway, Vice President; Ruby Tillman, Secretary; Pat Harpis, Treasurer; Thomas Howe, 2-Year Trustee; Vernon Jeffreys, 2-Year Trustee; Clifford Miller, 2-Year Trustee.

Brooklyn Developmental Center Local 447: Denise Berkly, President; Rajeevah Muwwakll, First Vice President; Lamont Dutch Wade, Second Vice President; Ann Worthy, Secretary; Eleanor Mooney, Treasurer; Clara Scott, Work Location Representative-Building No. 2; Denise Berkly, Work Location Representative-Building No. 3; Randolph Christian, Work Location Representative-Building No. 4; John LaSand, Work Location Representative-Transportation; Shirley Baron, Business Office; Nancy McNeal, Food Service; Kirk Scott, Institutional Bargaining Unit Representative; James Gripper, Jr., Operational Bargaining Unit Representative.

Manhattan Developmental Center Local 443: Jackie Battle, President; Phyllis Hinkson, First Vice President; David Marrero, Second Vice President; Verdell Whitehead, Third Vice President; Deborah Beadshaw, Secretary; Walter Nash, Treasurer.

Hutchings Psychiatric Center Local 435: H. Steven Lee, President; Patricia Herbert, Treasurer; Mary Hrab, Administrative Unit Representative; Thomas Connor, Operational Unit Representative; Mary Dixon, Institutional Unit Representative. Vice President and Secretary will be decided on the Supplemental Vote. Delegates are Thomas Webb (Institutional), Mary Hrab (Administrative) and Penny Delles (Operational).

Letchworth Village Developmental Center Local 412: Robert Watkins, President; Joseph Gleason, Vice President; Brian Cox, Treasurer; Flo Covati, Secretary; Stephen Edwards and Jerleen Batton, Delegates, Board of Directors are Kathy Todd, Doris Waller, James Kelly, Lawrence Buckley, Mary Jane Walley, Loyd Wood, Alphonse Compas, Sarah L. Jackson, Angelo Maiorano, Rose Mitchell, Eileen DeMoore and Paul Force.



HIGHLAND SCHOOL FOR BOYS DFY LOCAL 550 recently installed newly elected officers. Participating were, from left, CSEA Field Rep. Ross Hanna, Delegate Vincent Quosig, Shop Steward Willie Mae Reese, Second Vice President Dave Williams, Grievance Chairman Gerri Moore, President Anne Spero and Regional Third Vice President and installing officer Rose Marcinkowski. In the foreground is First Vice President Amodio "Chubby" Coppola.

Union demands more security at NYPI site

NEW YORK CITY — A break-in and robbery at New York Psychiatric Institute (NYPI) has elicited calls for greater security at the facility by NYPI Local 419 president David Tittle and Metropolitan Region II president George Caloumeno.

According to a New York City Police Department report and sources within NYPI, two armed men appeared on an NYPI ward at approximately 1:30 a.m. on August 28th and held-up a nurse at gun-point. The assailants, who entered the Institute unnoticed, also vandalized house-keeping lockers.

"There was only one security officer on duty at the time of the robbery," Tittle reports. "The only way anyone could have gotten in or out or have gotten on a ward at that time is if they had keys."

Tittle believes that NYPI security is "inadequate for the high crime area we're in."

Caloumeno expressed his concern for security arrangements at NYPI and at other State-run facilities in New York City.

"Unfortunately, what happened at New York P.I. could have just as easily happened at many other facilities," he says. "Our members who work in psychiatric and mental retardation facilities are treated poorly enough by management. To have to deal with the prospect of armed robbers getting into a building undetected adds injury to insult."



LOCAL 422 INSTALLATION — Officers of Fort Stanwix CSEA Local 422 at Rome Developmental Center, were recently installed. From left: James E. Martin, Jr., Vice-President; Donna Tuthill, Treasurer; Jon J. Premo, President; and Christine A. Carletta, Secretary, shown with Installing Officer James J. Moore, Region V President. Also installed were Directors Steve Arbus, Anthony Gallo, Stanley Chmielewski, Colleen Cox, Vita Manuele, Ernest Bonvicino and James Cornish.

—Photo courtesy Rome Daily Sentinel

Communications opening

ALBANY — CSEA is seeking a communications professional to work at union Headquarters at 33 Elk St. here.

Duties include internal and external assignments, with heavy emphasis on news and feature writing and preparation of brochures and other printed material.

Applicants must have a degree in journalism or a related field plus two years of newspaper, magazine or public relations experience. Additional experience may be substituted for college training. Photography skills are desirable.

Candidates must be in sound health and have a car for business use.

Submit resumes by Oct. 26 to Personnel Director, Box 125 Capitol Station, Albany, N.Y. 12224.

Insurance consultation program to expand

The Health Insurance Consultation Program begun last year by the Employee Insurance Section of the state Department of Civil Service has been expanded.

The program is a joint venture with the State Employees' Retirement System. Under it, employee insurance representatives will be available to discuss such topics as health insurance benefits, coverage during retirement, claims difficulties and Medicare as it relates to the state Health Insurance Program.

The representatives will be on hand from 9 a.m. to 4 p.m. on certain

monthly visiting days at nine locations throughout the state. Mineola, Poughkeepsie and Syracuse have been added to the locations this year. No appointment is necessary.

Following is a complete consultation schedule:

Binghamton, County Office Building, third Wednesday;

Buffalo, Gen. Donovan Office Building, 125 Main St., first Wednesday;

Hauppauge, State Office Building, first and fourth Wednesday;

Mineola, 222 Willis Ave., fourth Monday;

New York City, World Trade Center, 55th Floor, second and fourth Tuesday;

Poughkeepsie, NYS Department of Transportation, 4 Burnett Blvd., first Thursday;

Syracuse, County Courthouse, second Friday;

Utica, State Office Building, third Tuesday;

White Plains, Westchester County Center; second and third Monday (except in July).

AT THE ZOO

Layoffs averted; Groundskeepers and caretakers continue caring for creatures at Buffalo Zoo

BUFFALO — Residents here and in Western New York are in the second year of a civic pride campaign called "We're Talking Proud," and one of the things they're proudest of is the Buffalo Zoo — the third oldest zoo in the country.

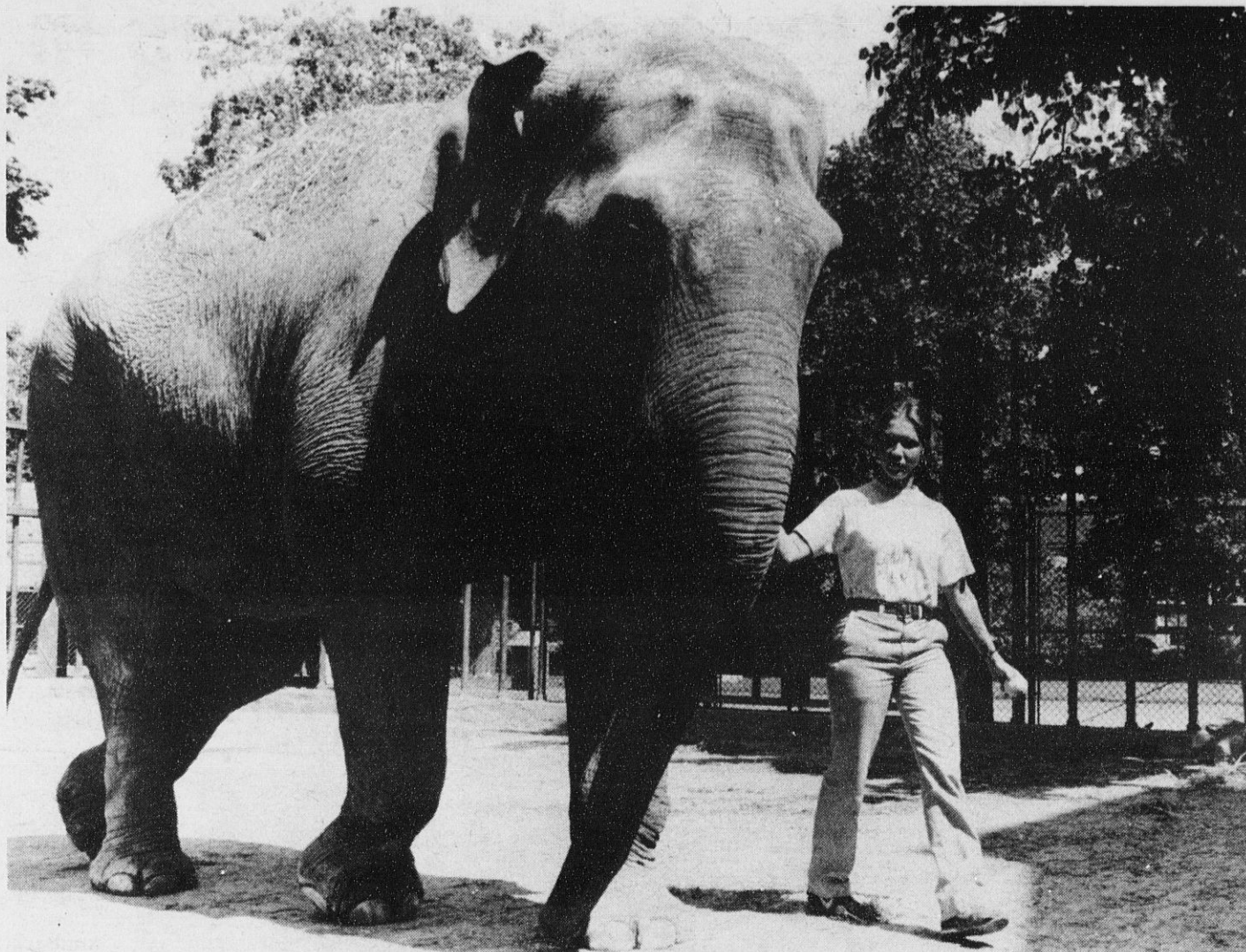
The pride and love for the zoo came into the public limelight recently when a \$300,000 shortfall in the zoo's annual budget threatened the layoff of 21 seasonal and 11 full-time employees, who are part of some 100 workers at the zoo represented by CSEA Erie County Local 815.

Fortunately, an outpouring of donations and increased funding by the city and county has averted those layoffs, which would have forced the closing of one of the most popular attractions — the children's Zoo. This section is a friendly place where youngsters and adults alike get a chance to see exotic animals close up and, sometimes, pet or feed them.

With the economic crisis averted



REPTILES are Larry Radford's "specialty." Here, he plays with desert iguanas.



ANIMAL KEEPER Jan Lyon walks with the Indian elephant she has trained to pick fruit from her pocket.

Story and photos
by Ron Wofford.

for now, the animal-loving caretakers and groundskeepers can go back to concentrating on what they do best — caring for their captive visitors from all over the world.

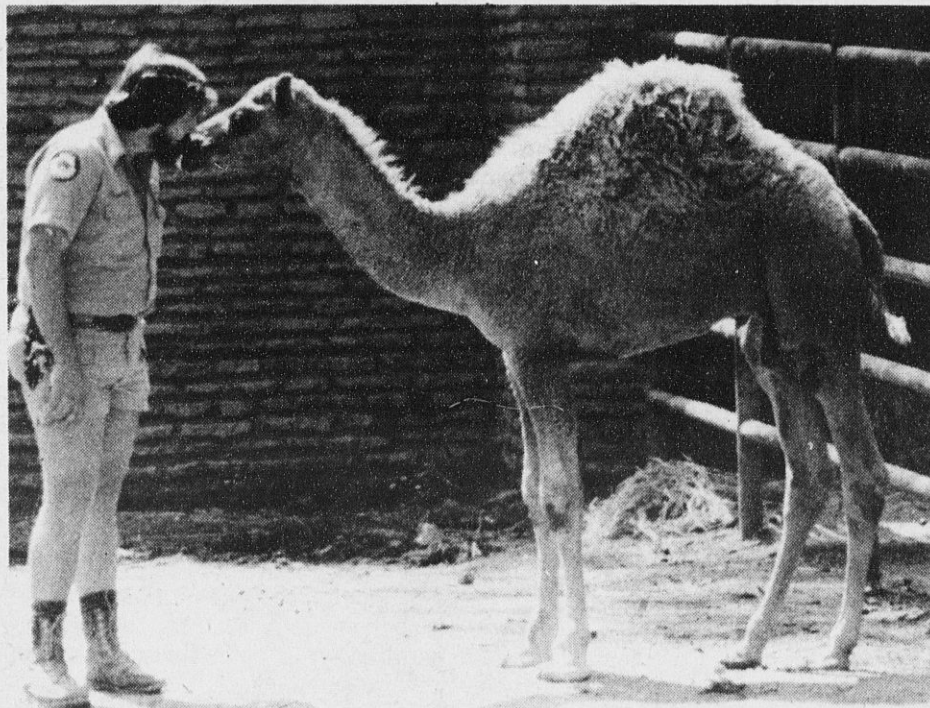
Animal keeper Jan Lyon can go on talking with the Indian elephant whom she has trained to pick apples and other fruit from her pocket, and she can continue cuddling the French Lop rabbits as she feeds them their daily menu of carrots.

Unit president Rod Owlett will continue enjoying the company of the newborn offspring of the ornery camels; while groundskeeper Salvatore Rizzo can still take pride in the cultured greens, shrubs and flowerbeds he has attended so meticulously during his three years at the zoo.

And each day Pat Butler will greet Omega — the oldest lowland gorilla in captivity — with a fresh bale of alfalfa, the fiber supplement to his daily ration of fruits and vegetables. Pat can also hope that this 440-pounder, part of a near-extinct species, will father the offspring of his mate, who was loaned from the Cleveland Zoo for just that purpose.

Larry Radford, 2½ years an animal keeper, can go on working in his "specialty" — reptiles. These include everything from dangerous rattlesnakes to harmless baby iguanas which he feeds by hand in their simulated desert environment.

And the rest of the zoo's CSEA members can continue to feel good about the fact that their community is "talking proud" about one of the jewels in the crown of Western New York, the Buffalo Zoo.



A KISS FOR A CAMEL — Unit president Ron Owlett is pictured with one of the baby dromedaries.



HOSING DOWN the shrubbery is groundskeeper Salvatore Rizzo.

Turning on to

POLITICS

More and more members find satisfaction and success in the world of politics

By Tina Lincer First
Associate Editor

Ruth Bates ran for mayor and won; Santina Forsyth unsuccessfully sought a seat on the town board and James Mattei will soon face his fourth mayoral campaign.

All three are part of a growing group among CSEA members — those who hold or aspire to public office.

Win or lose, members like these are learning to play in the political arena with increasing dexterity, paying attention to such essential details as campaign planning, volunteer recruitment and training, and the election day get-out-the vote effort.

And though they may have different backgrounds and ambitions, Bates, Forsyth and Mattei share at least one other experience: all attended CSEA's Candidates Campaign Institute, "Blueprint for Success." The two-day workshop, held last spring, was aimed at arming potential office-seekers with campaign advice and skills.

Not Afraid to Try

"I learned a lot of new things," said Ruth Bates. "I thought the speakers were tremendous. One thing they stressed was not to be afraid to try."

Bates certainly qualifies as one who was not afraid to try. She entered politics with virtually no political experience. "But I volunteered for practically everything — Boy Scouts, Girl Scouts, Hospital Auxiliary, Fireman's Auxiliary, Rescue Squad — so I was pretty well-known," said the outgoing grandmother of three, now Mayor of Cambridge, a Washington County village of about 1,800 residents.

A CSEA Board member for the past three years, Bates has been a member of Washington County Local 858 and a bus driver for special children for the past 10 years. She is a former CSEA local secretary and unit secretary, and a former newspaper reporter.

It was June of 1980 when she stepped into politics. "The man who was mayor up and quit. They had a special election and I ran," she said. "I didn't like the other man's platform. It had a lot of holes in it."

She completed the remaining six months of the two-year term, then ran again and was elected to a new term in April. She says she is enjoying the job a great deal. "I enjoy all of it — the meetings, writing letters to people."

During her brief tenure, Bates has helped settle a sewer project question that had been pending for 13 years, and helped bring cable TV to the area. One of her biggest desires is "to see more business come in."

Her own advice to other CSEA members with political yearnings?

"You have to smile at everyone and be like a Boy Scout, I guess — kind, brave and courteous. If you've never done anything political before, you should take it very slowly. If you dive in head first, you're likely to get swallowed."

A Positive Attitude

Although CSEA's Santina Forsyth lost her first try at an election, she takes a positive attitude toward the experience. A member of Orange County Local 836, Forsyth sought the nomination as councilwoman on the Newburgh Town Board, and lost the Sept. 10 primary.

"I ran with two other Republicans who were incumbents, and there were two seats open," explained the 54-year-old mother of two, who has been a teacher's aide in special education for the past 13 years, a Republican Committee member for the past two years and a member of the County Executive Committee of CSEA for the past three.

A 1981 graduate of Mount St. Mary College, she took an internship in politics and administration as part of her bachelor's degree.

What she found valuable about CSEA's candidates workshop, she said, was the advice on meeting the constituency. "The idea of personal contact, of surveying your public," she said. "The idea of finding out the problems in your community, the things that affect people and what they'd like to see done."

She was also enthusiastic about the speakers' encouragement toward those running for office. "What they were saying was, if you make up your mind to do it, do it, and don't let anyone intimidate you."

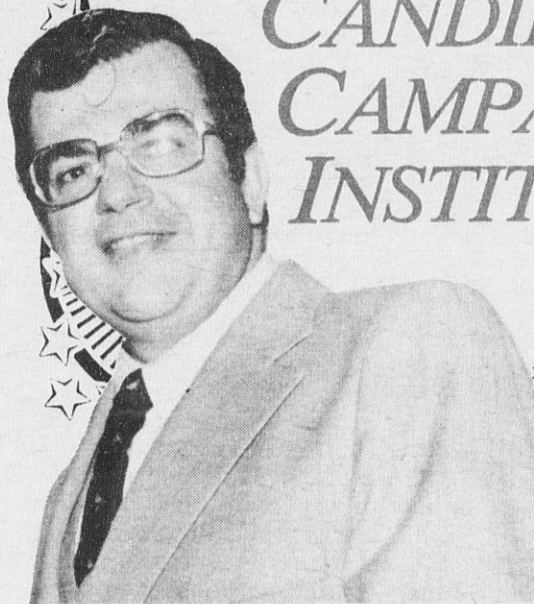
"I feel my campaign was a learning experience, a new challenge," she said. "I learned there are a lot of people out there who would vote for me, and if they keep encouraging me, as many of them are, I may run again."

A String of Successes

Encouraged by his string of successes, Region I's James Mattei soon will be running his fourth political campaign. Mattei has been Mayor of the Village of Manorhaven in Nassau County since 1976, and is gearing up for the next round of elections, slated for March.

"When I first ran in 1976, I was elected by 19 votes," he recalled. "I was up against a long-standing machine that had been running the village. In 1978, I won by a 2-to-1 margin, and in 1980 I ran with no opposition. This time, I'll run with opposition again."

Mattei, running on the Homeowners and Renters Party (HARP), will



Blueprint For Success



CANDIDATE CAMPAIGN INSTITUTE

MEET THE CANDIDATES — Involved in politics in their communities are (from top, clockwise) CSEA members Santina Forsyth, Ruth Bates and James Mattei.

officially begin campaigning in December. "You have to have a lot of youth and vitality to run around and do everything," says the 41-year-old. "It's never-ending. And of course, if you're running for something like mayor, you still have to make a living."

Eighteen years a CSEA member, Mattei started out as a probation officer, and since 1972 has been working as the Assistant to the Deputy Director of Probation for Federal and State Aid. He has been a Republican Committeeman for the past 20 years and is past president of the Young Republicans Club.

He attended CSEA's Candidates Campaign Institute "because there may be some future offices I might want to run for. You never know everything and it's always good to learn more about managing a campaign."

The father of two boys, aged 13 and nine, Mattei says one of the most important things a candidate needs is family support.

"You need their support all the time," he stresses. "One thing I always try to do is come home and be with the family for dinner, even if I'm going to a political dinner and it's just to have a cup of coffee with them."

Mattei's advice to political aspirants is to get totally involved in their campaign. "You have to go the whole hog," he says. "If you're going to run for office you have to want to win it and want to do the job once you win. You can't go into it partially, just as an experiment."

For all the hard work of politics, Mattei says it's "enjoyable to be in a position where you can make changes." His biggest achievements, he feels, have been keeping taxes down and bettering working conditions for employees by increasing salaries, vacation, sick leave and medical insurance, and bettering the retirement system.

"Being a union-minded person, I understand the problems of the people who work for me," he says. "And no local official can function unless he has his employees behind him."