

GOV. HUGH CAREY shakes hands with CSEA retiree Betty Steenburgh, left front, after the governor recently signed a pension supplementation bill for public employees who retired since April, 1970, as well as increasing supplementation for pre-April, 1970 retirees. Ms. Steenburgh was one of the initial retirees named to the union's Political Action Committee a decade ago. Others on hand for the historic signing included, standing from left, CSEA Director of Member Services Thomas Whitney, CSEA Coordinator of Retiree Affairs Thomas Gilmartin, CSEA Executive Vice President Thomas McDonough, retiree John Cheslin of the union's Political Action Committee, and CSEA Executive Director Joseph J. Dolan Jr.



## Members to join solidarity march

CSEA members will join thousands of trade unionists from across the nation as they gather in the nation's capital September 19 to observe the AFL-CIO sponsored Solidarity Day.

The day-long demonstration in Washington has been described as a march against people-hurting budget cuts and for jobs and justice.

"Working people have long known that their strength is in unity and solidarity," CSEA President William L. McGowan said. "Now we are facing a challenge that requires all the unity and solidarity that we can command."

"Social security cuts, set-backs for human rights and social equity, abandonment of occupational safety laws, and undercutting of labor laws are immediate threats. The results could be financial despair, loss of dignity, lowered living standards, and injury or even death to people who are seeing the American dream fade."

"As public employees we have a direct stake in decisions now being made in Washington. And as members of the labor movement we have an obligation to add our voices to those who will be marching for jobs and justice on Solidarity Day," McGowan declared.

AFL-CIO President Lane Kirkland has issued invitations to all American trade unionists, including those not currently affiliated with the AFL-CIO. Joining the union members will be organizations affiliated with the Leadership Conference on Civil Rights and nearly 200 groups who are members of the Budget Coalition.

Represented prominently will be the NAACP, who during their recent convention voted enthusiastic endorsement of the Solidarity Day demonstration and called on its more than 2,200 local branches to take part in the September rally.

"Solidarity Day will show those who have written off the labor movement that we have lost none of our driving force," President Kirkland said.

Solidarity Day will mark the first national demonstration ever sponsored by the AFL-CIO. It comes as union members celebrate the 100th anniversary of the American labor movement.

CSEA members who wish to join the labor march in Washington should immediately contact their Regional Presidents.

# Public SECTOR

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## DOT flip-flop on policy continues work hazzard

ALBANY — For a while it looked like the state Department of Transportation was about to put safety ahead of economy, but within one week of suspending a one-man response procedure for traffic signal electricians, DOT suddenly changed its mind and reimplemented the policy which CSEA says is dangerous and inefficient.

Several years ago the Department issued a directive to its Regional Offices ending its practice of sending more than one electrician out on calls for electrical repairs of signal lights. CSEA objected to the change then and has been fighting in labor-management meetings ever since to have the new policy lifted. But until July 22, DOT stood firm.

On that date, three days following the collapse and death of a DOT signal repairman on a call in the Town of Amherst, DOT Traffic and Safety Director J. H. Shafer issued a telex message to all DOT Regions recommending they suspend the one-man response procedure, "pending an investigation of the circumstances surrounding the death of a signal crewman in Region 5."

CSEA Safety Coordinator Nels Carlson picks up the story. "When an investigation by the Labor Department's OSHA inspectors and the official autopsy report indicated that the death of signal crewman Earl Manley was the result of a heart attack, DOT immediately turns around and reimplements the one-man response procedure. We can only assume that they figured since this death couldn't be blamed on the procedure they could continue to use it until someone else's

death can be directly blamed on the procedure. I suppose that they'll lift it again then."

Joan Tobin, president of CSEA Local 687, and the DOT Representative to the CSEA's Board of Directors, says that CSEA has been arguing with DOT for years that the one-man response is dangerous. "These men are working with high voltage and if one of them should make a mistake, it's very possible, particularly in rural areas, that he could lie injured or dying and no one would know about it until it was too late," she said.

As far as Ms. Tobin is concerned, there is only one reason for the procedure and the reason is money. "This is an economic issue for DOT," the Board member said. "but its more than that to us. The question is what exactly is a human life worth? Is it worth waiting for someone to die before we rescind this procedure? All that I can say is that we have been lucky so far, but how long is that luck going to hold out?"

Says Collective Bargaining Specialist Carlson, "The fact that they suspended the procedure in response to this heart attack indicates that they have serious doubts about it. By reinstating a questionable policy so fast, they have proven that they would rather err on the side of money and take another look at the procedure only after a DOT worker's death can be directly linked to it."

CSEA will protest the reinstatement of the procedure at the next labor-management meeting.

**Bills, bills, bills . . . page 9**

# PERB win precedes second Suffolk vote

HOLISVILLE — New York State Public Employment Relations Board last week upheld a CSEA improper practice charge and ordered the Suffolk County Legislature to "cease and desist" from unilaterally granting step advancements and raises to employees within the CSEA bargaining units. The ruling set the stage for a revote on the rejected 1981 collective bargaining agreement at a special meeting of the Legislature on Friday, July

31, called for by County Executive Peter F. Cohalan.

The PERB decision vindicated the CSEA contention that only the union and the county office of employee relations could together initiate upgradings and pay raises. The Suffolk County Legislature had rejected the CSEA contract last month on the grounds that it contained provisions that would have ended the Legislature's practice of

granting raises and upgradings to employees and employee groups.

Danny Donohue, president of Region One hailed the PERB ruling as, "gratifying. Now that PERB has spoken we would hope that the Suffolk County Legislature would act responsibly as they have in the past, and approve the contract we negotiated in good faith with the county."

Following the contract rejection on July 7, the CSEA reactivated its improper practice charge against the Legislature for granting promotions and raises. The IP had been filed with PERB in December 1980 and then held back by the CSEA after language was placed in the contract which would have ended the practice by the Legislature.

CSEA was so confident of a PERB victory that even before the ruling was announced, Charles Novo, Local 852 president, requested Suffolk County Executive Peter Cohalan to call the special meeting of the Legislature so the contract could be voted on again.

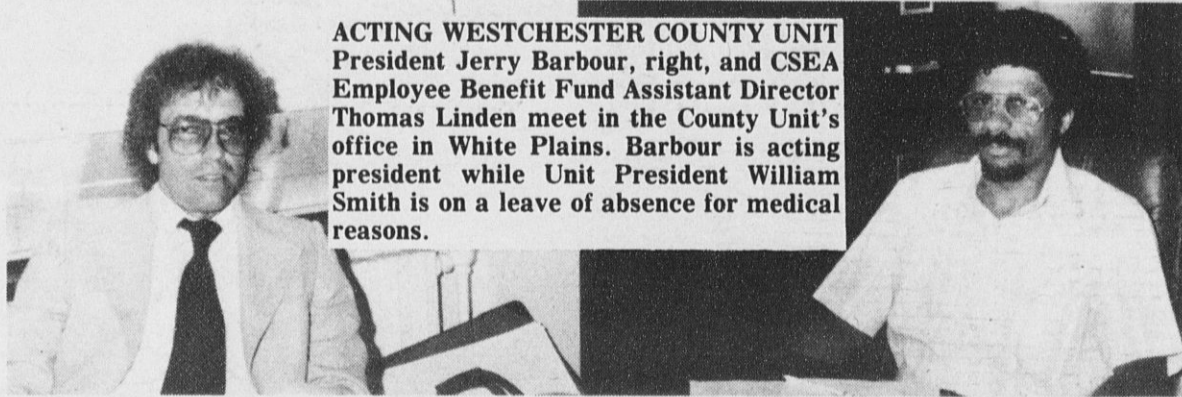
"Our members have been more than patient. It is time we wrap this contract up, and give the members their money; then we can move on to negotiations for a new contract," Mr. Novo said. The one-year contract contains raises from 7.5 to 23 percent for approximately 7,500 county workers.

The PERB ruling, written by hearing officer Louis J. Patack, found that the Legislature, in making upgradings, "signaled employees that they need not rely solely on their representative to improve terms and conditions of employment and such action is inherently destructive of employees' Taylor Law rights."

The ruling ordered the Suffolk County Legislature to "cease and desist from granting step advancement within the CSEA negotiating units, or passing Legislative resolutions of similar intent."

In addition, the decision also barred the Legislature from unilaterally granting raises to employees and ordered it to "negotiate in good faith with the CSEA over terms and conditions of employment of employees in the two negotiating units."

ACTING WESTCHESTER COUNTY UNIT President Jerry Barbour, right, and CSEA Employee Benefit Fund Assistant Director Thomas Linden meet in the County Unit's office in White Plains. Barbour is acting president while Unit President William Smith is on a leave of absence for medical reasons.



## Barbour acting Local 860 pres.

WHITE PLAINS — "It's business as usual" for the 5,000 members of the large Westchester County CSEA Unit, emphasizes Acting President Jerry Barbour, who since March has served in that capacity while Unit President William Smith remains on leave for medical reasons.

Smith has been on leave from the presidency of the unit of Westchester County Local 860 since March 6.

"I spoke with Bill, and he informed me he will be extending his leave for the foreseeable future based on the recommendation of his doctor," Barbour said.

The previous unit president, Raymond J. O'Connor, became Southern Region III President following the death of James Lennon on Feb. 10, 1981. At that time, Smith was recovering from surgery.

Smith was officially installed as unit president on March 2 and went on leave from that office on March 6, Barbour said.

Barbour, the unit second vice president, moved up to first vice president when Smith became president and became acting president when Smith went on leave.

## Erie Co. tightens security; corrective measures underway

BUFFALO — The first in a series of safety and security measures designed to better protect Erie County welfare caseworkers became effective this week, with another set for next week. The changes had been demanded by CSEA and later approved by Erie County Executive Edward Rutkowski after Erie County Social Services Department examiners were attacked by welfare recipients in recent weeks.

CSEA Statewide President William L. McGowan, Western Region President Robert Lattimer, Erie County Local 815 officials, and union staff toured the facility for a first-hand look at the unsafe working conditions before demanding a series of corrective measures.

On August 3, the county's 25,000 welfare recipients started having to make appointments to see

caseworkers instead of simply dropping in unannounced. On August 10, 17 more examiners are scheduled to be hired to bring the staff up to 152 examiners. Additionally, recipients now must enter the Rath Building by the Pearl Street entrance only, where they receive a pass before being allowed to see their caseworker. Open corridors leading to welfare department offices are being closed off as an added security measure under the agreement.

And while union officials express general pleasure with the county's response to the union demands, the Local 815 safety and health committee is scheduled to meet shortly to discuss the overall situation and determine if additional measures are necessary.



CSEA PRESIDENT WILLIAM L. MCGOWAN, left, and John Daleo and Charles Carpenter of Erie County Local 815, listen as an Erie County deputy sheriff discusses security measures for employees at the Rath Building in Buffalo.

DISCUSSING UNSAFE CONDITIONS (right photo) during tour of Social Service Department facilities in Rath Building are, from left, CSEA Field Rep Bob Massey, John Daleo and Charles Carpenter of Local 815, CSEA Western Region President Robert Lattimer, and CSEA President William L. McGowan.



# New Board sworn in

## Directors re-elect Pat Crandall and Mary Sullivan



ALBANY — One hundred and fourteen members of the Board of Directors of the Civil Service Employees Association were sworn into office by CSEA President William L. McGowan on July 22.

The Board, comprised of representatives of CSEA rank and file members from all segments of the union, took their oath of office during a two day Board meeting held at the Thruway House here to orient new members to their new responsibilities as the financial decision-makers of the union and to thank members who were leaving the Board.

CSEA is incorporated under the not-for-profit laws of the State of New York which provides, in part, that a Board of Directors shall control the fiscal expenditures of the union. Under the union's Constitution and By-Laws, the Board has additional responsibilities for guiding the operation of CSEA.

During a special orientation session preceding the new Board's first official business meeting, President McGowan, Statewide Secretary Irene Carr, Chief Counsel James Roemer, Executive Director Joseph Dolan and other CSEA officials briefed the new Board members on the operation of CSEA and the interaction of the Board with other segments of the union.

During organizational elections held the following day, Board member Patricia Crandall, representing State University members, was reelected as Chairman of the Board's State Division. Board Member Mary Sullivan, Herkimer County Representative, was reelected as Chairman of the Board's County Division.

Other organizational activities were held to select various Committees of the Board and to elect its representatives to other CSEA functions such as the Political Action Fund and the Employee Benefit Fund. Results of these elections will be reported in a future edition of The Public Sector.

CSEA PRESIDENT WILLIAM L. MCGOWAN addresses members of the Board of Directors. At left, taking notes, is Statewide Secretary Irene Carr, and to President McGowan's left are Statewide Executive Vice President Thomas McDonough and newly-elected Metropolitan Region II President George Caloumeno.



LISTENING INTENTLY to a presentation, above photo, during July Board of Directors meeting are Board member Jane Lewis from Orange County and William Harris, a delegate from Orange County Local 836.

LEGAL INTERPRETATION of an issue under discussion is given by CSEA Chief Counsel James Roemer, left photo.



EXECUTIVE COMMITTEES CHAIRPERSONS — Awaiting a chance to address members of the statewide Board of Directors are newly-elected County Division Executive Committee Chairperson Mary E. Sullivan of Herkimer County, left, and State Division Executive Committee Chairperson Patricia Crandall of State University at Cortland.



NEW MEMBERS of the statewide Board of Directors stand to take oath of office. Standing, from left in front row, are Joann Lowe, representing Public Corporations; Eva Katz, a Mental Hygiene representative from Region III; Pat Mascoli of Westchester County; and Harold Ryan, a Region III Mental Hygiene Board representative.

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## McDermott addresses prestigious conference

# Unions to grow as future toughens

SILVER BAY — “The outlook as we see it is for collective bargaining to become tougher, with management less flexible and employees feeling that their backs are up against the wall — the precise ingredients for increased conflict in the public sector,” said AFSCME Vice President Joseph McDermott.

McDermott, who also serves as CSEA Region IV President, recently discussed the outlook facing public sector unions as he addressed the 63rd annual Silver Bay Conference on Human Issues in Management.

Appearing at the prestigious five-day conference, he listed a number of factors that “established the general state of affairs that will affect public sector bargaining in the next several years.” These factors include:

- The American public’s historical distrust of public employees.
- The public’s disenchantment with government generally, as evidenced by low voter turnouts and growing tax revolts.
- Deterioration of state and local government finances, and growing local



**HUMAN ISSUES** in management was the topic recently addressed by Region IV President Joseph McDermott, right, at the 63rd annual Silver Bay conference. Seated to the far left is John Schappi, associate editor for labor services — bureau of national affairs. In the center is William Keele, Grand Lodge representative, International Association of Machinists.

dependence on federal funds, now threatened with massive cut-backs.

- An aging population, which will dictate a changing mix of public services (fewer schools, more services for the elderly).
- Concentration of the poor in older inner-cities, with growing potential for a resurgence of civil disorders.
- Population shift from the Northeast and Midwest to the Sunbelt and West Coast, resulting in still more stress on the nation’s older cities.
- And finally what McDermott referred to as the “hodge-podge of laws or legal silence on collective bargaining itself, on the right to strike, on union security, arbitration and other elements crucial to workers’ interests.”

In light of these factors, McDermott painted for conference participants the following picture of the coming years:

“As the fiscal squeeze tightens, pressures to cut services and lay off employees will increase. Collective bargaining will become tougher, and management less flexible. Public employee unions will give increasing attention to job security issues such as layoff and recall, seniority and bumping rights, transfers and retraining. Management, in turn, will press for higher productivity.”

“Contracting out will probably look increasingly attractive to public managers, even though the experience has been that this usually results in higher net costs and reduced quality and accountability, and often leads to corruption as well.

“Finally, for public employee unions layoffs will create tough problems of seniority vs. affirmative action. At the same time, however, because job security will be increasingly an issue, we expect that more public employees will turn to unions as a means of protecting their personal livelihoods,” he concluded.

Joining President McDermott in discussing labor relations issues in the 80s was William Keele, a grand lodge representative of the International Association of Machinists and Aerospace Workers. Conference participants also heard addresses on employee relations trends, stress in work life, and new directions in management development.

## Life insurance conversion plan

The Civil Service Employees Assn. has announced that certain members who are insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage (without medical information) to an individual form of insurance with the Travelers Insurance Company. The Basic Group Life Program is a term insurance plan which provides for in-service conversion privileges.

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1981. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on the page. The effective date of the converted insurance will be November 1, 1981. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

The Civil Service Employees Association  
33 Elk Street  
Albany, NY 12224

Please send me information concerning the Conversion Privilege for the CSEA Basic Group Life Insurance Program.

NAME: \_\_\_\_\_  
Last First Middle Initial Maiden

HOME ADDRESS: \_\_\_\_\_  
Street City State Zip Code

PLACE OF EMPLOYMENT: \_\_\_\_\_

SOCIAL SECURITY NO: \_\_\_\_\_

SEX: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_



## Kingsboro director's home is glorified while Building 10 is nullified

# A 'scandalous' sacrifice

By Richard Chernela

**NEW YORK CITY** — Metropolitan Region II director George Bispham has blasted the plans of the Office of Mental Health (OMH) to close Building 10 on the grounds of Kingsboro Psychiatric Center and transfer 300 patients from the institution.

"The simple fact is that closing Building 10 is unnecessary," Bispham said. "The net result of closing the building would be inconvenience to patients and their families and the loss of jobs at Kingsboro."

OMH claims that a report by the Office of General Services (OGS) demonstrates that Building 10's electrical system is unsafe. In spite of several requests by Region II field representatives to see the report, OMH has yet to show the OGS report to any CSEA representative.

"We have our doubts that the electrical system is in such bad shape that the building has to be closed down," Bispham said. "It would be much more cost-effective to simply repair the system than to close the building and cause so much disruption to patients and staff."

Bispham accused OMH and the Kingsboro administration of negligence in not utilizing funds allocated by the Legislature to repair Building 10. He pointed out that since 1971, the Legislature has budgeted more than \$3.1 million to renovate the building, yet none of these funds were spent.

"We're talking about a horrible waste of public funds," Bispham said. "The building could've been completely renovated for \$3.1 million. How much will it cost to tear down Building 10 and build a new building? \$20 million? \$30 million? And how much is it costing them now to maintain the director's residence, a residence used exclusively for V.I.P. guests and official receptions?"

As for electrical repairs, Bispham noted that in March, 1979, the legislature allocated \$276,000 for electrical repairs at Kingsboro. In December 1979 the legislature allocated an additional \$1.2 million

for the same purpose. The current state budget includes \$242,448 for electrical repairs at Kingsboro.

In addition to questioning the necessity of closing Building 10, Bispham called OMH's plans for

the transfer of patients from the building "scandalous."

"OMH plans to transfer 180 patients from Building 10 to Middletown Psychiatric Center, some 80 miles from these patients' families," he said. "This transfer will not only create a genuine hardship, but it will also cost New York City badly needed jobs, jobs primarily held by minorities. It seems OMH has an unstated policy of running down psychiatric centers in New York City to bolster centers upstate thus taking jobs away from the City."

Plans for the other 120 patients also drew fire from Bispham. He questioned the wisdom of transferring 50 patients to Creedmoor Psychiatric Center, a facility plagued by understaffing. The remaining 70 patients are scheduled to be transferred to Lincoln Manor in Brooklyn, a nursing home currently in receivership by the courts due to bankruptcy.

"The whole plan is scandalous," Bispham said. "Particularly in view of the fact that OMH has admitted that there is space available at Kingsboro for some of the patients from Building 10, space now being used as residences for doctors. In the words of one OMH official, 'space is being used . . . for doctors making upwards of \$50,000 per year.'"

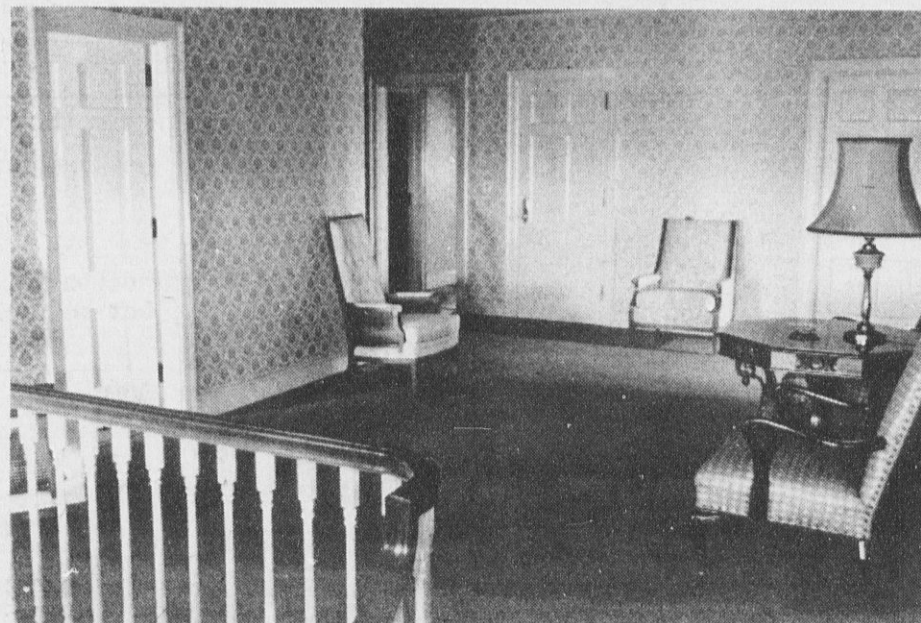
Bispham additionally noted that Kingsboro has been "a disgrace for years because of an inept management who has treated the facility's employees like slaves."

Metropolitan Region II President George Caloumeno supports Bispham's charges and has promised to take OMH to task in an effort to assure all employees in Region II adequate representation.

"Somebody must be called on the carpet to explain the rationale behind this senseless move," he said.



**THE OFFICE OF MENTAL HEALTH has chosen not to spend funds allocated by the legislature for the maintenance and renovation of Building 10 on the grounds of Kingsboro Psychiatric Center, but the director's residence in Building 10 is being used to house official guests and is very well maintained, as the photos on this page show. OMH claims that Building 10 is unsafe and patients must be transferred out of the building.**



# Socio-drama mirror of people's problems



## Creedmoor staff workers use theatrics to educate public about mental illness

By Richard Chernela

NEW YORK CITY — There is a common thread that flows through the conversation of the Creedmoor Mental Health Players as they discuss their reasons for participating in the group:

"It gives me an opportunity to do things I can't do as part of my job," says Isabel Dent, a recreation therapy assistant at Creedmoor Psychiatric Center. "It's not like working on the wards where you feel like you're hitting your head against a brick wall. It's rewarding because you know you've done a good job, you've gotten a message across, you're appreciated."

The Players are more than just appreciated by the audiences for whom they perform what their director John Royall describes as "socio-drama." The Players were recently recognized by the American Psychiatric Association, receiving the Association's Certificate of Significant Community Achievement in a national competition.

The Creedmoor Mental Health Players are staff members of Creedmoor Psychiatric Center who have volunteered to provide a unique form of training for mental health professionals and education for the community about mental illness and its relationship to human behavior and daily living.

Eight of the 15 members of the group are members of CSEA, Creedmoor Psychiatric Center Local 406. The others are members of the Public Employees Federation.

While the Players certainly provide a service to the community and to professionals, the members agree that their performances are beneficial to themselves.

"I see a message getting across," recreation worker Doris Hoell says. "I see something valuable happening. It's a boost for myself. The kind of boost I never get on the job."

"I was really bored with my job," MHTA Jose Diaz says. "I wanted to do something worthwhile off the ward even if I didn't get paid for it. I really got serious about the group. We deliver a very positive message during our performances."

The messages that come across during the group's performances are as complex as the problems of mental illness.

"The subjects we deal with cover the whole range of human problems," Players' director Royall says. "We're simply given a topic and we develop a skit around it. Our object is to get the audience involved and to function as a mirror for their problems."

The Players recently performed for the staff of the Groves Therapeutic Counseling Service.

About an hour before "show time," the Service's director Alice Groves met with the group to discuss that evening's topic — "Human Sexuality: Problems of Couples." She outlined for the Players various problems couples face today and then left the group alone so that they could prepare for their performance.

Working without a script, the Players proceeded to develop two skits dramatizing that evening's topic. The skits that emerged conveyed a sense of authenticity one would expect only from professional actors.

The first skit centered around a conflict between a separated couple. Isabel Dent played a woman seeking to persuade her estranged husband, played by Jamaal Adams, to return to her. Debra Covner played Isabel's friend and neighbor and Dorothy Curtis played Jamaal's new-found love. The skit focused on a confrontation between Isabel and Jamaal.

In the second skit, Thomas Duckett and Margaret King played a couple whose sex life had become non-existent. Tom discusses the problem with a co-worker played by Doris Hoell. A heated discussion between Tom and Margaret follows.

After each skit the Players stay in role to answer questions from the audience. John Royall joins to moderate.

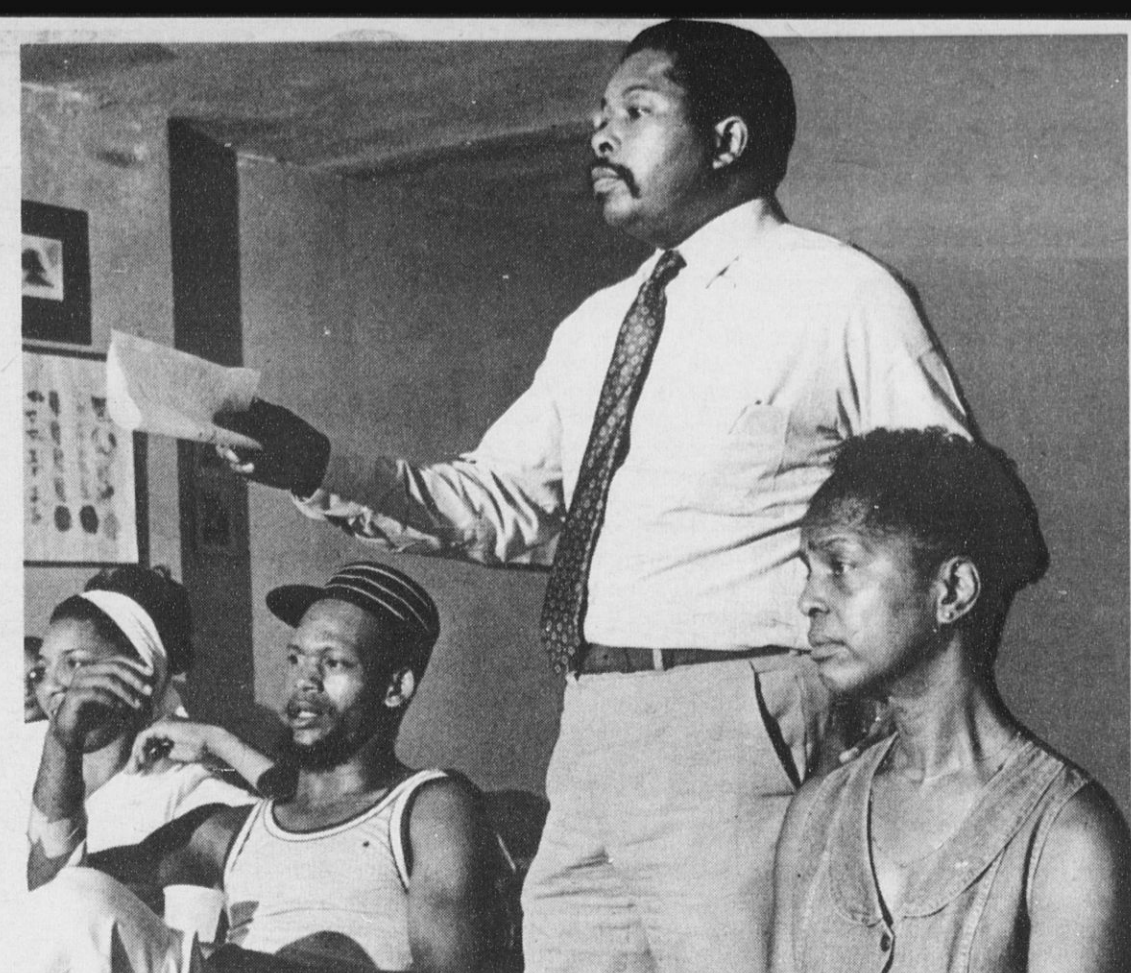
The question and answer sessions at the Groves Service that night were indeed lively. The audience treated the Players as the characters they portrayed, questioning, arguing with, and at times even insulting the characters who responded in their roles.

"The question and answer session is when the real therapy occurs," Royall says. "A member of the audience sees a character and thinks 'hey, that's how my mother or father or sister acts.' They can't ask someone close to them why he acts a certain way, but they can ask a character and feel safe. It helps them understand people's motivations."

"Everybody gains some understanding through a performance, yet everyone leaves with good feelings because they can relate to a situation honestly and safely."

Established two years ago, the Creedmoor Mental Health Players have given more than 100 performances. Given the quality of their performances and their dedication it's easy to understand why they are so popular.

"There's nothing phony about our performances," Jose Diaz says. "They come from the bottom of our hearts."



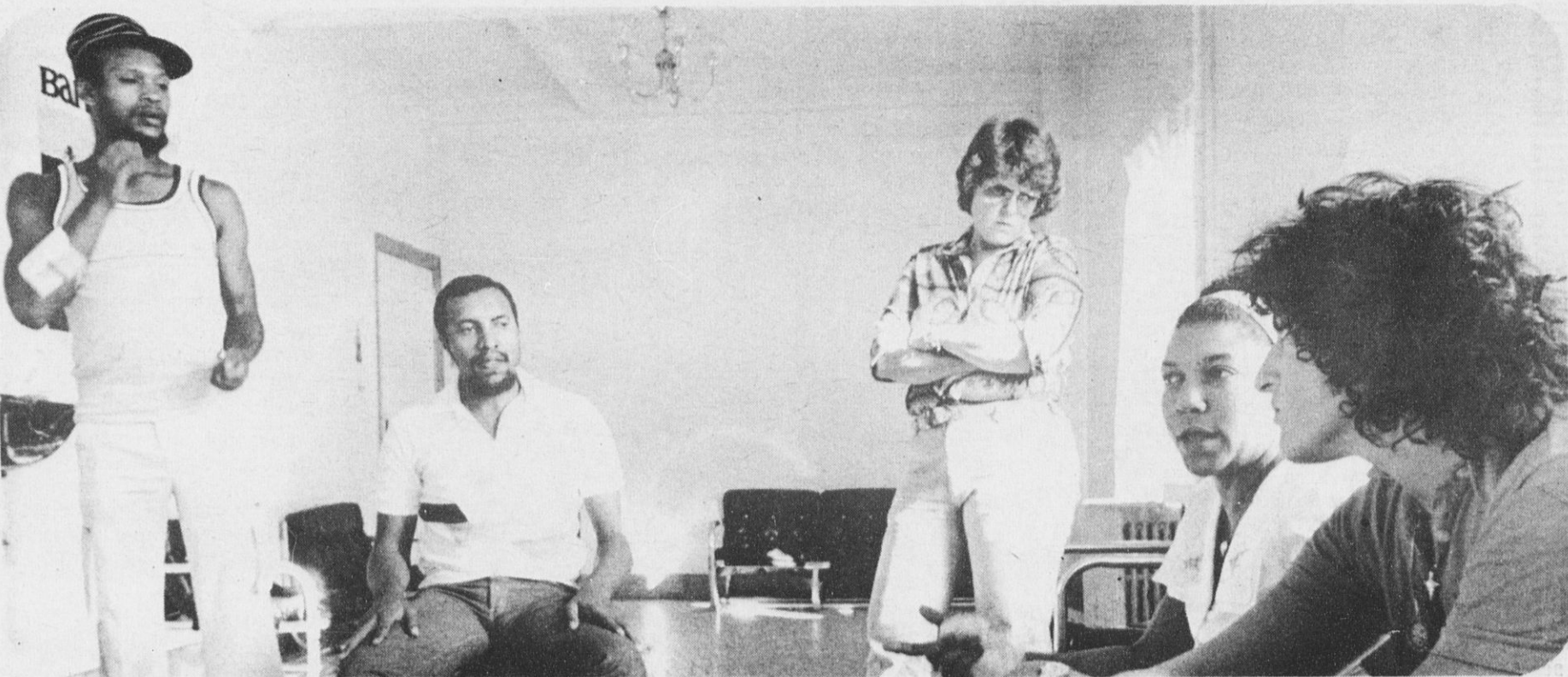
**'I JUST GOT FED UP. I couldn't take it no more . . . I had to leave. Haven't you ever felt that way?'**



**'THE CHILDREN ASK about you. What am I supposed to tell them? Please, at least come and see your children.'**

**THE CREEDMOOR MENTAL HEALTH PLAYERS** — Left to right, front row, Margaret King and Jamaal Adams; second row, Doris Hoell John Royall, Isabel Dent and Mira Hewangpra; third row, Dorothy Curtis, Jose Diaz, Debra Covner and Thomas Duckett. Not pictured: Alma Owens, Gloria Bolton, Elise Davis, Elizabeth Dowell, Arlene Beverly, and Steven Melton.

## 'I see something valuable happening . . .'



**'YOU STILL THINK he's your husband, huh? You know he's not coming back. Why don't you go around the corner and see him . . . see the chick he's running around with now?'**

## 'It helps them understand . . .'

# Goshen security response draws praise

## Beefed up employee safety measures demanded by union are now provided

GOSHEN — In December of 1978, ten inmates at the Goshen Center for Boys assaulted a pair of guards, stole their keys, and broke free from the institution. All ten escapees, including a 16-year-old confessed double murderer, were quickly recaptured.

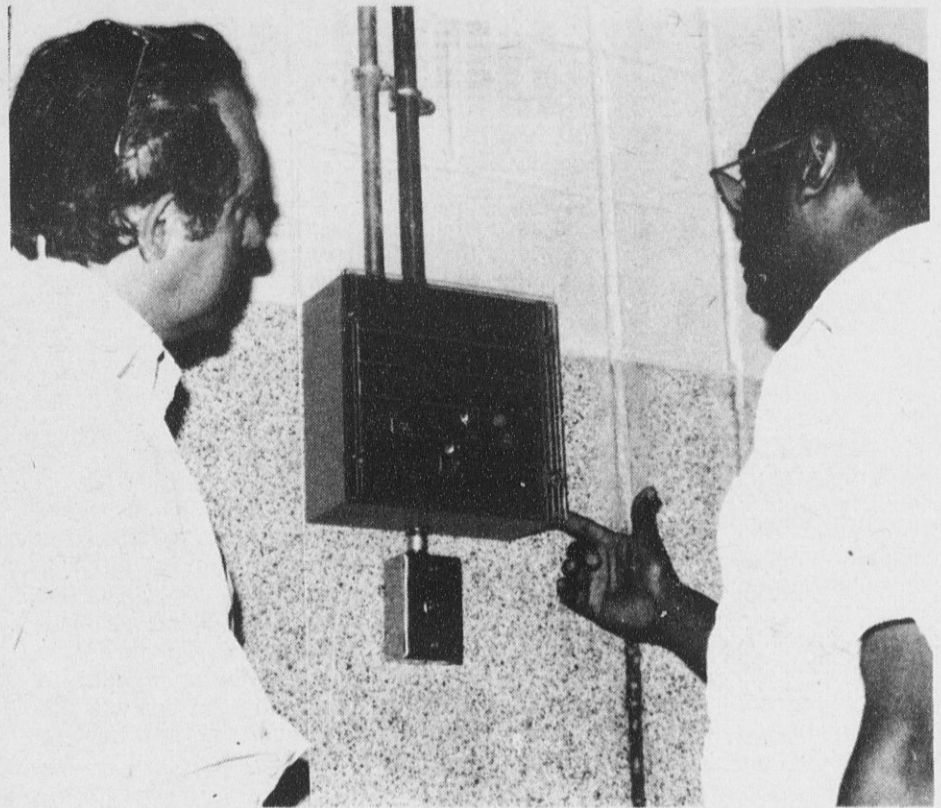
That incident drew immediate reaction from CSEA, spearheaded by the late CSEA Region III President Jim Lennon and CSEA Field Representative Flip Amodio who demanded new measures be taken to insure the safety of employees at the center, the largest secure Division for Youth institution in the state.

Today, two and one-half years later, Amodio says that most of the recommendations presented to the state on February 26, 1979 by CSEA as a 12-point security plan following the escape have been implemented, at a cost of probably several hundred thousand dollars. The plan was drawn up by a special CSEA advisory committee.

Local President Sol Williams puts it in plain language; "the state has done damned near everything we demanded." As a result, both Williams and Amodio have praise for the responsiveness and sensitivity of Center Director Joseph Bertholf. They agree that the Center is the finest of its kind in the state.

Amodio says the following improvements requested by the union have been implemented to date: added staff, improved key and lock systems, replacement of glass windows with unbreakable material, replacement of wooded cell doors with metal doors. Also, improved outside lighting and installation of a fence around the entire facility, introduction of portable metal detectors, a revision of policies designed to eliminate the introduction of contraband into the center. And, the stationing of security aides in the halls during school hours, plus a decision to sound a siren to alert neighbors in the event of a breakout.

It's all working, Amodio said, and there have not been any escapes from the Center since the 1978 breakout which led to the union demand for greater security measures.



ONE NEW SECURITY MEASURE at the Goshen Center for Boys is an alarm system that can be triggered to flash a red light on control panel to indicate the location of trouble. Center Director Joseph Bertholf, right discusses the panel system with CSEA Field Representative Flip Amodio, left.

## Charge discrimination in Connecticut

### AFSCME charges women employees paid lower than men

HARTFORD — AFSCME, the largest public employee union in the nation and CSEA's International affiliate, has filed charges of sex discrimination with the Equal Employment Opportunity Commission (EEOC) on behalf of five female clerical employees alleging that the State of Connecticut has discriminated against its women workers on the basis of compensation, promotional opportunities and other terms and conditions of employment.

"The union believes that the state is in violation of the Civil Rights Act by employing discriminatory wage scales for many of its working women," declared Winn Newman, General Counsel of the American Federation of State, County and Municipal Employees.

"The issue here is equity and equality. We are asking the EEOC to investigate our charges of pay discrimination, we believe that the state has under valued and under paid job classifications traditionally held by some of its women employees."

AFSCME's action comes on the heels of a historic contract negotiated last week in San Jose, California in which women workers there won salary upgrades based on the union's contention that the pay scales for clerical and other traditionally female jobs averaged 15 percent less than pay rates for equally valuable jobs held largely by men.

The union noted that on June 8th of this year the U.S. Supreme Court ruled in favor of a group of women prison matrons in Oregon who had charged sex discrimination, contending that their jobs, though not identical to those of higher paid male guards, were of comparable worth.

"The Supreme Court has opened the door for women and their unions to sue employers based on the comparable worth theory," said Newman,

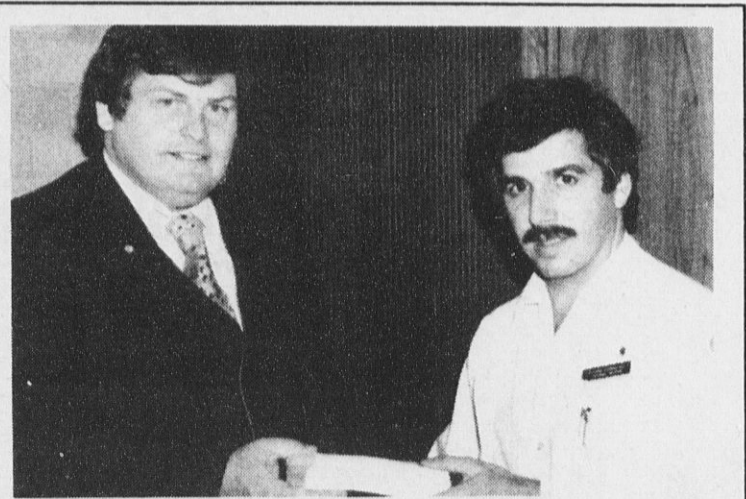
who has been engaged in several landmark sex discrimination cases, including a major comparable worth case recently decided by the Supreme Court. "You can't put a price tag on discrimination. The state ought to have remedied the situation itself. The EEOC charge is an effort to win justice on the job for thousands of state clerical workers."

AFSCME has recently filed a petition with the State Labor Board to represent all administrative and clerical employees in Connecticut. All of the women filing charges with the EEOC are employees within that 7,220 person unit.

The specific complaints were filed by women employees who alleged in the EEOC charges filed by AFSCME that the jobs in which they are employed are significantly underpaid because these jobs are performed by women. The complaint also alleges that women employed by the state have been denied promotions and others opportunities for better pay.



OFFICERS OF SYRACUSE CITY LOCAL 013 of CSEA were recently installed at an outing in North Syracuse. Shown, left to right, Helen Hanlon, Secretary; Julie Farr, Treasurer; Rosemarie Racht, Third Vice-President; James Moore, Region V President, Installing Officer; Dick Roberts, Second Vice-President; Clair McGrath, President; Carrie Izzo, Center, First Vice-President.



NASSAU COUNTY LOCAL 830 President Jerome Donahue, left, accepts approximately 200 completed CSEA membership applications from Solomon Fishman, M.D. of the Nassau County Medical Center House Staff Association. The house staff doctors will be members of the Medical Center Unit of Local 830, Donahue said.

# CSEA bills fare remarkably well

ALBANY — The 1981 legislative session has been widely described as a "do nothing" session, with only about 600 of the 16,000 bills introduced ultimately being passed. The session began late, ended late, and spent much of its time stalemated over the state budget.

"Considering the nature of the session, CSEA's program bills fared pretty well," commented the union's chief lobbyist James Featherstonhaugh. "We are especially pleased with the victories we scored on our retiree bills, and in several cases, we were successful in defeating bills we opposed."

Although CSEA supported or opposed literally hundreds of bills, the Statewide Legislative and Political Action Committee approved a list of about 40 key bills of interest to members. Committee members and scores of member-volunteers joined staff lobbyists in urging legislative passage or defeat of bills CSEA had targeted.

Following is an end-of-the-session wrapup on how many of these CSEA program bills fared.

## Agency Shop

The legislature extended the agency shop bill in its present form for an additional two years. CSEA had lobbied to have the provision made both permanent and mandatory as to the political subdivisions. "Our proposal was supported by other public sector unions," Featherstonhaugh said, "and although we're disappointed that we weren't able to achieve our ultimate goal, we are gratified that agency shop as we now know it was extended."

## Pension Supplementation

Under this law, public employees who retired between 1970 and 1979 will receive pension supplementation for the first time. The Legislature also increased the supplementation of pre-1970 retirees' pensions. "The bill which ultimately passed wasn't as generous as CSEA's original

proposal," Featherstonhaugh said, "but the Legislature has recognized that its retired public servants can't continue to live on static pensions in these inflationary times. And after his rejection last year, I'm sure the Governor's signature on this year's bill occasioned considerable rejoicing among our retirees."

## \$2,000 Death Benefit

This bill provides a \$2,000 death benefit for employees of the State who retired before October 1966. This marked the third time the bill had passed the Legislature; it was vetoed by the Governor in 1979 and 1980, and is still awaiting his signature this year. One of CSEA's legislative priorities this year, the bill will extend death benefit eligibility to approximately 5,600 retirees.

## 20-Year Retirement for DA Investigators

This bill, which passed both houses only to be vetoed by the Governor, was intended to apply primarily to Suffolk County, where the contract provides that CSEA and the County will jointly propose legislation to provide a 20-year retirement plan for district attorney investigators.

## Court Employees Bill (Long Beach and Glen Cove)

The Legislature passed this pay bill to implement the collective bargaining agreement between CSEA and the Office of Court Administration.

## Parity

The CSEA-sponsored bill, also endorsed by the New York State School Boards Association and NYSUT, would have provided a more fair state aid reimbursement formula for school districts that run their own transportation systems instead of contracting out. The bill was not passed in this form. But progress was made on the parity issue in the local assistance budget, which added all salaries related to transportation.

## Release from 7 Percent Cap

CSEA had proposed a bill to relieve school districts from an aid reimbursement cap of seven percent. This proposal was incorporated into the local assistance budget.

## Military Leave

This bill, awaiting the Governor's signature, changes the result of a recent New York State Court of Appeals decision relating to the manner in which time for military leave is computed for State and local employees.

## Library System Funding

Also waiting to be signed is this bill which provides minimum funding for certain library systems and generally increases funding to various kinds of libraries.

## Political Subdivision Indemnification

Several years ago, the Legislature provided a more comprehensive system of ensuring that State employees are properly defended if they are sued for torts committed in the course of their employment. The Governor has signed this measure providing the same system for employees of the political subdivisions. The system would take effect in political subdivisions as local legislative bodies elect to utilize it.

## Thruway Employees Indemnification

The Legislature also voted to extend a similar system of indemnification to employees of the Thruway Authority. The bill has been transmitted to the Governor for signature.

## Correction Employees Death Benefit

Under federal law, a uniformed employee killed in the line of duty is entitled to a \$50,000 death benefit, in addition to other benefits provided by the State. The Legislature voted to provide the same benefits, by State statute, for non-uniformed correction employees who die under those circumstances.

## Bills Successfully Defeated

Equally important in terms of lobbying is securing defeat of bills which CSEA opposes.

Public employers wanted to amend last year's public employee OSHA law, but CSEA was successful in ensuring that no such amendments were passed. Mayor Koch had proposed a series of 26 bills which he called civil service reform, but which CSEA

branded as civil service "reform." The union was also successful in preventing passage of any of these bills.

## Other Bills

CSEA endorsed a number of other bills which, although they saw significant movement during the legislative session, did not pass both houses.

Although CSEA and other members of the Public Employee Conference proposed a series of eight bills providing for Taylor Law reform, only the agency shop bill discussed earlier passed and was signed into law. A second measure, the Triborough Bill, passed the Assembly.

The CSEA proposal to provide public employees with a substantial voice over investment of the \$12-\$14 billion assets of the common retirement fund got a boost when the Governor proposed a similar concept. But although there was considerable discussion and some movement toward this concept of a Board of Trustees for the retirement system, the bill was not voted on.

The Senate passed a bill on health insurance participation for retirees, but the bill remained in an assembly committee at the end of the session. Also remaining in committee was a bill which would correct the technicality in the law which deprives employees of the Rome Community Store of credit in the Employees Retirement System. The Assembly killed the bill which would have permitted employees of the Department of Mental Hygiene to serve on Community Service Boards.

A Nassau County bill to transfer some Sheriff's department employees to a commissioner of corrections, and a CSEA-sponsored amendment to preserve disability benefits for those employees, passed the Assembly but failed to pass in the Senate. If both had been passed and signed, disability benefits would have been extended also to employees of the Commissioner of Corrections in Westchester and Monroe counties.

A bill which would have changed the system by which local school budgets may be adopted passed the Senate. But its passage was frustrated at the last moment by a battle over whether the Senate or Assembly version would pass.

"Although we weren't successful in accomplishing all our legislative objectives, our impact was felt," Featherstonhaugh said. "It's important that CSEA continue its active involvement in the legislative and political action process at all levels to ensure that the conservative trends so dramatically illustrated by recent events in Washington do not result in an erosion of the rights of public employees and services provided by them to the public."

"We expect that the next year will be a difficult one because of the Reagan budget and funding cuts," he added. "Through our continued political action, we must work to ensure that anti-public employee forces do not succeed in sweeping New York."



# Legislative Update



# STAFF PROFILE

# INSURANCE DEPARTMENT

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.

## A matter of great importance

Insurance — whether a negotiated benefit or a voluntary purchase — is a matter of great importance to CSEA members. Dealing daily with this aspect of the members' needs is Tim Mullens and his seven-person Insurance Department staff.

"We're primarily involved with administration of the basic group life insurance plan, which has been in force since 1939," Mullens said. "Some 80,000 CSEA members are insured through this program, which is the most popular insurance plan the union endorses."

CSEA is the master policyholder and administrator of the program, which enables the staff to respond immediately to inquiries, problems and claims. All record maintenance, cost determinations and death claims processing are handled by the staff at Headquarters.

Mullens pointed out that when claims are moderate, members reap the benefits. "We pass favorable experience on to the participants by increasing benefits, either temporarily or permanently. And in December, we issued a premium refund for the first time in our history. We refunded more than \$2 million to more than 65,000 plan participants."

Mullens explained that most of the problems that arise are due to the fact that his department isn't kept informed of changes in members addresses, names and employment status. "It is absolutely essential that we be advised of any

change so that our records may be kept up-to-date," he stressed.

CSEA offers a wide range of insurance programs to its members including supplemental life insurance, accident and sickness insurance, homeowners, auto insurance, and the new Family Protection Plan. Permanent life insurance and a hospital indemnity plan are also available to retirees.

All plans except the basic group life plan are administered by CSEA's insurance broker, Bache Ter Bush & Powell.

"All of our insurance plans are constantly evaluated by the CSEA Standing Insurance Committee and by the Board of Directors," Mullens said.

Mullens is also available to offer advice and technical expertise on insurance matters when locals and units are negotiating contracts.

"There is a growing trend for local governments to withdraw from the Statewide Health Plan," Mullens said. "We're not opposed to a public employer saving money, but we are concerned about our members. We want to make sure that the replacement plan offers benefits that are as good as the former plan. Sometimes health plan administrators promise employers that there will be significant savings, but without adequate safeguards and guarantees, these promises may turn out to be meaningless."

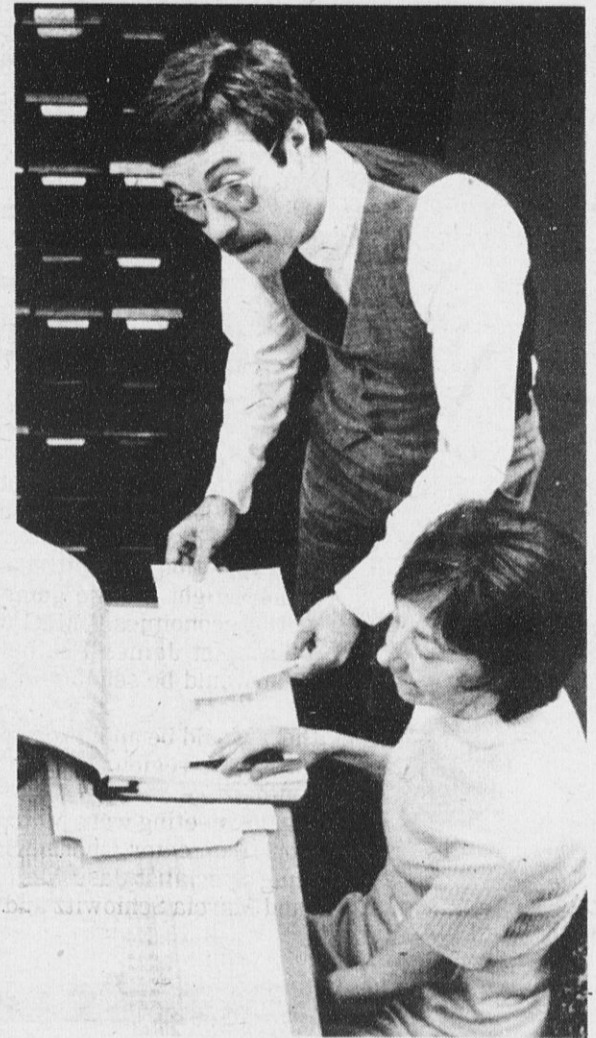
Stressing the importance of adequate insurance coverage, Mullens also pointed out that people have different insurance requirements.

"There are hundreds of insurance companies and thousands of agents that would be glad to sell you insurance, and shopping for insurance can be extremely confusing," Mullens commented.

"That's where CSEA can offer members a valuable service. Insurance plans offered to our membership are evaluated by other CSEA members — the Insurance Committee and the Board of Directors. If problems arise, the union is there to help out. You're not left to fight a large insurance company on your own."

Mullens pointed to pre-retirement counseling as a new service that CSEA is making available to members. The free program, which members should take advantage of about six months before retirement, is made available through Bache Ter Bush & Powell's Retirement Counseling Service, headed by Robert Cory.

"The counselors have a wealth of information on Social Security, Medicare, estate planning, tax strategy, health insurance and retirement option selection," Mullens said. "Consulting an expert, like one of these counselors, can make retirement planning much simpler."



**TIM MULLENS**, Director of Group Insurance Programs, checks data with Supervisor **Jean O'Hagan**.



**SENIOR CLERK Sally Ann Colbert** uses microtape reader to locate information on payroll records.



**INSURANCE CLERKS Jane Frederick**, foreground, and **Debbie Phillips** track CSEA life insurance active files.

## Calendar of EVENTS

### AUGUST

- 8—Capital Region IV Treasurer's Seminar, Westport Hotel, Westport.
- 8—Central Region V Treasurer's Seminar, Northway Inn, Syracuse.
- 8—Local 335 Board of Director's meeting, Treadway Inn, Batavia, 10 a.m.
- 15—Local 335 General Meeting, Best Western Highland Inn, 3300 Henrietta Rd., Rochester Exit 46, 10 a.m.
- 22—Local 335 General Meeting, Howard Johnson's, 475 Dingsen St., Buffalo Exit 53, 10 a.m.

- 24—Southern Region III Treasurer's Seminar, Fishkill Holiday Inn, Fishkill.
- 26—Region V EAP training session for committee members from Marcy, Utica, CNY Psychiatric Centers and the Rome Developmental Center. 8 a.m.-3:30 p.m., Alfredo's Restaurant, Route 5, Utica.
- 29—Local 615 Upstate Medical Center summer dinner dance, 6:30 p.m., Raphael's Restaurant, State Fair Blvd., Lakeland.

### SEPTEMBER

- 11—Tax Local 690 and Insurance Local 666 hosts 23rd annual clamsteam Krause's Halfmoon Beach, Halfmoon.
- 20—Suffolk County Local 852 picnic, Southaven Park, Yaphank.
- 21—Long Island Region I Executive Board meeting, 7:30 p.m., 300 Motor Parkway, Hauppauge.

# Deputies: a matter of principle

ALBANY — It started with a grievance and stopped at the state's highest court. In the end, the original arbitration award was upheld, but only after going through the full circuit — Dutchess County Supreme Court, Appellate Division (Second Department), Court of Appeals.

The issue was simple. The then-Dutchess County Sheriff assigned several of his deputies exclusively to transporting and guarding prisoners to — and from — court. The assignment was grieved, based on the contractual definition of a grievance, and also on a section which said, "employees will not be required to work outside of the job

description against their wish except in the case of emergency."

The matter went to arbitration, and a favorable decision was rendered, noting that the grievant was being, "continuously assigned involuntarily to duties which are not within the scope of the various duties outlined in the job description for the Deputy Sheriff classification."

The county, then, went to state Supreme Court to overturn the award, and succeeded. The judge ruled the arbitrator, "violated public policy."

CSEA went next to the Appellate Division, which upheld the arbitrator, noting, "Interpretation of

a term or condition of employment is generally what arbitration in most public employee contracts is about." Finally, on July 7, the Court of Appeals agreed, saying, "Public policy does not preclude a sheriff from agreeing to submit for resolution by arbitration questions as to whether assignments to a deputy sheriff violate provisions of their collective bargaining agreement concerning out-of-title work assignments."

Although the practice ceased in Dutchess County when a new sheriff took office, an important principle was won for deputy sheriffs.

# Fight ends; Fulton oks retro pact

FULTON — After nine months of hard-fought negotiations, culminated by an informational picket line protesting a management rejection of the fact finder's report, members of the City of Fulton Unit of CSEA Local 838 Oswego County have voted unanimously to accept a new two-year contract, retroactive to January 1, 1981.

According to Ron Smith, CSEA Field Representative and Chief Negotiator for the Unit which represents nearly 100 employees, the new agreement calls for salary increases of 10 percent the first year, and an additional 9 percent the second year.

Other new benefits include: an additional ½ day holiday in 1982; time and one half pay for holiday work; overtime pay for all hours worked in excess of 8 hours or 40 hours; increase in shift differential pay also; pay for out-of-title work; new disciplinary procedure ending in binding arbitration; establishment of starting rates of pay, and other contract language changes.

In a comment following the ratification announcement, Smith said, "One of our prime concerns during these negotiations was to stress the need to change the starting rate of pay. In the past, the City (Fulton) hired discriminately at different rates. There was a definite flavor of favoritism and lack of equity with the rates. It was wrong, and the City knew it was wrong. I want to personally thank the members of the negotiating team for their dedication, and the entire membership for its solidarity throughout those tough nine months," Smith concluded. Members of the negotiating committee include: David Ritchie, Unit President and Team Chairman, John Allen, Gary Firenze, Donna Dlugozima, William Dickens, Thomas Dann, and Richard Rice.

The City of Fulton Common Council also approved the contract unanimously.

# McGowan urges restoration of political action in Region II

NEW YORK CITY — CSEA Statewide President William L. McGowan told a meeting of Metropolitan Region II local presidents that the region's Legislative and Political Action Committee would be revitalized.

"I want an active Political Action Committee in the region. It is especially important because of the hard fight we are going to have for the next three years because of presidential economics," McGowan said.

He said CSEA Chief Lobbyist James Featherstonhaugh and the union's Political Action Department would be sending in staff to help train Region II members.

McGowan also said there would be an increase in leadership and grievance training for CSEA activists in the region. He said the training would be coordinated through the regional office.

Among those attending the meeting were Metropolitan Region II President George Caloumeno, Region II Director George Bispham, Featherstonhaugh, CSEA Collective Bargaining Specialist Jase McGraw, Field Representatives Charles Bell, Bart Brier and Marcia Schiowitz and Communications Associate Richard Chernela.



CSEA PRESIDENT William L. McGowan, left, and Metropolitan Region II President George Caloumeno, right, address a recent meeting of Region II local presidents.



AMONG THOSE ATTENDING THE REGION II local presidents meeting are Clinton Thomas, Creedmoor Psychiatric Center Local 406; and Leonora Lee, New York Parole District Local 259.



TWO LOCAL PRESIDENTS attending a meeting of Metropolitan Region II local presidents are, from left, James Harrison, Waterfront Commission of New York Harbor Local 066; and Dennis Tobin, Department of Labor Local 350.



METROPOLITAN REGION II President George Caloumeno, right, speaks with Metropolitan Area Armory Employees Local 254 President Cassell Brockett at the Region II local presidents meeting.

**JOIN labor's march for jobs, justice. Be part of the Solidarity Day demonstration in Washington D. C. on Saturday,**

**SEPTEMBER 19**

Interested CSEA members should immediately contact your Regional president for details.

# Union strength prevails in case of Gregory Zimei

VALHALLA — The collective strength of a union can accomplish what an individual working alone sometimes cannot achieve. That basic labor truth is personified in the case of Westchester County employee Gregory Zimei.

After trying unsuccessfully on his own, Zimei turned to the Civil Service Employees Assn. for help. And today he is \$1,477.62 richer, and has had his pay rate adjusted as a result of CSEA's efforts on his behalf.

Zimei, according to Westchester County CSEA Unit Grievance Committee Chairman John Whalen, was hired by Westchester County in 1977 as a per diem employee. He began as a group counselor at the Woodfield Juvenile Detention Cottage.

He was hired full time in 1978 and placed incorrectly at the hiring pay rate instead of at the Step I rate.

He tried on his own to have his pay rate corrected for approximately two years without success. In August 1980, he went to his union, the Westchester County Unit of CSEA.

Whalen, handling Zimei's case, filed a grievance which CSEA won on the third step when the county Department of Labor Relations agreed with the position of the union and Zimei.



WOODFIELD JUVENILE DETENTION COTTAGE Group Counselor Gregory Zimei, left, shows Westchester County Unit Grievance Committee Chairman John Whalen the check for \$1,477.62 in back pay he received as the result of a grievance filed by the unit. Westchester County had been paying Zimei at the wrong pay rate.

# Nick Cimino: a 'modest' record

By Tina Lincer First

Nick Cimino's record is rare among CSEA members.

Having recently completed 27 years as President of Local 505, Department of Transportation District No. 2, Utica, he may be the longest continually-serving local president in the union.

Long regarded as one of the most respected and knowledgeable union officers, Cimino, a gracious, modest man of 61, prefers to let his record speak for itself.

"I'm not going to go around patting myself on the

back for doing something for this guy or that guy," he said.

"We didn't win every battle we went to bat for — you just can't win 'em all — but I honestly think I did everything that was required of me as a local president. I always liked to help people and the biggest pride was in winning some, getting something accomplished for people."

A principal storage clerk with DOT, Cimino will retire next year after 35 years on the job. He says his more than a quarter century service to CSEA went by quickly.

"I was quite shocked to see that 27 years had elapsed," he said.

Cimino lives in Utica with his wife of 35 years and is the father of a son, 33 and a daughter, 25, and the grandfather of two boys. He says it was not by design that he gave nearly half his life to being local president — the years just started adding up.

He began as local treasurer and vice president, and then in 1954 "the vacancy for president came up, I ran, was elected, and for four or five terms I ran unopposed."

Because of his pending retirement, he did not choose to run again this year. The second vice president, Charles Whitney, became president.

"I couldn't see running again and leaving a man hanging in the middle," said Cimino. "This way, I can help him (Whitney) for the next nine or 10 months."

Cimino is remaining active in the union in more overt ways. He is still on the Constitution and By-Laws Committee, and is sergeant-at-arms at meetings of the Board of Directors.

While in office, he served on the Grievance Committee, a special DOT committee, the Charter Committee and the Statewide Layoff Committee. He also served many years on the Statewide Board of Directors.

What were his biggest challenges over the years?

"A lot of grievances and labor-management meetings," he said.

Some of his joys included traveling throughout the state on official CSEA business.

"You know, having a little time away from home," he said. "And, I might add, most of the time I took my wife with me. It was a little rough at first because the kids were small, but as they got older we kind of took off on conferences and conventions."

Despite all his dedication to CSEA, the hazel-eyed, mustachioed man who served under four CSEA statewide presidents did save sometime for himself.

"I do like to take care of the garden in the summertime," he said of his hobbies, "and do projects around the house more than anything."



A PRESIDENTIAL LINE UP representing six (6) CSEA State Locals, and two (2) Statewide Officials, turned out to surprise Local 505 outgoing President, Nicholas J. Cimino, at a recent outing near Utica. Shown, left to right are Frank Zammiello, President of Local 502 Barge Canal District No. 2; John Giehl, President of Local 425 Utica

Psychiatric Center; Charles Whitney, incoming President of Local 505, NYSDOT; Ed Lavin, President of Fort Schuyler Local 014; Nicholas J. Cimino; CSEA Statewide Executive Vice-President Thomas McDonough; Edward "Bud" Mulchy, President of Local 414 Marcy Psychiatric Center and CSEA Statewide Treasurer Jack Gallagher.



CSEA LOCAL 505 NYSDOT District 2 recently installed new Officers at a dinner meeting in Utica. Seated in left photo from left to right are, Michael Stanek, Board of Directors; Charles Whitney, Incoming President; Nicholas J. Cimino, Outgoing President; Carol Entwistle, Secretary. Standing, left to right, Joseph Dziok, Board of Directors; Anthony Cimino, Treasurer; Albert Patterson, Second Vice-President; Lyle Evans, Board of Directors.