



# Organizing private sector big step closer

... see pages 10 and 11

## The Public SECTOR

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

Vol. 4, No. 23  
Friday, August 27, 1982



(ISSN 0164 9949)

### Tentative agreement reached with Thruway

ALBANY — CSEA and the New York State Thruway Authority have reached tentative agreement on a new two-year contract for some 270 professional, scientific and technical workers, it has been announced by CSEA Local 058 President John Francisco.

The agreement provides wage and benefit increases, but details of the agreement have not been announced pending completion of information meetings with rank and file members next week.

Ratification ballots are scheduled to be mailed to eligible CSEA members in the bargaining unit on Sept. 1 and are scheduled to be counted on Sept. 17, Francisco said.

CSEA PRESIDENT William L. McGowan signs new judiciary contract between CSEA and the Office of Court Administration. Looking on is CSEA Collective Bargaining Specialist Pat Monachino.

### Salary increases for judiciary employees in Sept. 8 paychecks

ALBANY — Salary increases under terms of the newly signed bargaining agreement covering CSEA members in the Office of Court Administration will be included in the Sept. 8 paycheck, the union has announced. The new pact was signed earlier this month following months of negotiations.

The union said retroactive salary increases, back to the April 1 effective date of the contract, are also scheduled to be paid Sept. 8.

For state workers, 'lag payroll' in November will mean altered payroll deductions also ... see page 17

### Phasing out the

\$5 fee

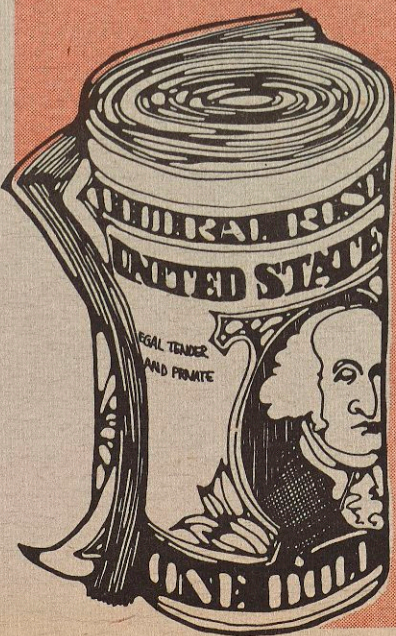
ALBANY — The \$5 filing fee for Civil Service open competitive examinations is no longer required for employees in CSEA's Administrative, Institutional and Operational Services Units.

Waiver of the \$5 application fee was negotiated by CSEA in the last round of bargaining. Under the 1982-1985 contracts for the three bargaining units, the fee will be assumed by CWEP — the joint labor-management Committee on the Work Environment and Productivity.

Implementation of the agreement will occur in two phases:

- Between April 1 and Sept. 30, 1982, CSEA-represented employees in these negotiating units must submit the required \$5 application fee. Applicants then receive a \$5 reimbursement by sending in a copy of the exam test score or other satisfactory evidence that the fee was paid. This information should be sent to CWEP, Suite 2008, 99 Washington Ave., Albany, NY 12210.

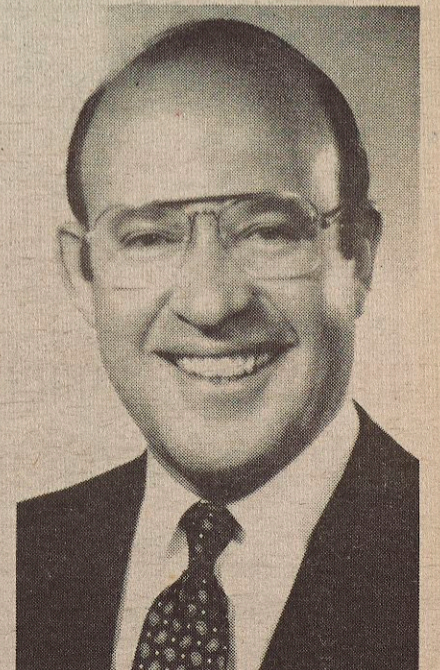
- Beginning Oct. 1, the \$5 application fee is not required if eligible applicants print "CSEA — No Fee" in Box 9 on the application form. A computer check will verify the applicant's eligibility as a CSEA-represented employee in the ASU, ISU or OSU bargaining unit. If the computer check reveals that the applicant is not eligible, Civil Service will not certify the test score until the \$5 fee is paid by the applicant.



### Abrams endorsed

ALBANY — The Civil Service Employees Assn. today announced its endorsement of New York State Attorney General Robert Abrams' candidacy for reelection in November.

CSEA President William L. McGowan made the announcement after notifying the attorney general of the union's support. McGowan pledged to actively advocate support of the attorney general's campaign among the 250,000 state and local government employees CSEA represents. Additionally, the union will provide volunteer campaign workers and will recommend financial support for the reelection effort in the near future.





**SUPPORTING CUOMO** — Democratic gubernatorial hopeful Mario Cuomo is flanked by CSEA Region III President Ray O'Connor, left, and Westchester County Local 860 President Pat Mascioli. O'Connor, Mascioli and Region III Treasurer Eleanor McDonald are coordinating the Cuomo event at Rye Playland.

## CSEA plans Cuomo day at Playland

**RYE** — A visit by Lt. Gov. Mario Cuomo, the CSEA-endorsed candidate for governor in the Sept. 23 Democratic primary, will highlight a "CSEA/Cuomo Day at Playland" from noon until 6 p.m. on Sunday, Sept. 19 at the Playland entertainment facility at Rye.

The event is being sponsored by CSEA Southern Region III in conjunction with union political activities on behalf of the Cuomo campaign.

As part of the activities from noon until 6 p.m., the Region will hold a picnic from 3 to 5 p.m.

Reservations, due by Sept. 10, may be made by contacting Ann Gelardi at the Local 860 office at (914) 428-6452.

## Jobless rate jumps to highest in 41 years

**WASHINGTON** — The nation's jobless rate continues to shatter post-World War II records, jumping to 9.8 percent in July — the highest in 41 years, the U.S. Labor Department reports.

When unemployment reached 9.0 percent last March, it tied the postwar high of May 1975. Then it moved up to a postwar record of 9.4 percent in April and to 9.5 percent in May and June.

The Labor Department said the number of unemployed rose by 360,000 in July to a total of 10.8 million people actively seeking work and unable to find it. In addition, 1.5 million have stopped looking altogether, pushing the actual jobless total to 12.3 million.

AFL-CIO President Lane Kirkland, responding to the latest report, declared: "This new, shocking leap in the unemployment figure is a call for the Congress to take steps immediately to reverse the devastating, discredited economic policies of the Reagan administration."

Gerald McEntee, president of the American Federation of State, County and Municipal Employees, (AFSCME) said the latest jobless figures "doom economic recovery."

McEntee said the Reagan administration's "head-in-the-sand" approach has meant economic disaster for millions of people. Recalling his union's proposal to Congress for a multi-billion dollar program of rebuilding the cities, McEntee said the



**GERALD McENTEE**

government must become actively involved in creating jobs.

Kirkland said "the endless rise in the jobless toll is further evidence that trickle-down, supply-side economics has only produced hardship and suffering for record numbers of working Americans."

Kirkland said a jobless figure of 13.6 percent — or 15.2 million people — is nearer the truth when one totals the unemployed, the discouraged, and half of the 5.5 million forced on part-time.

The increase in teen-age unemployment to a record 24.1 percent, he said, came at the same time the Reagan administration proposes to increase the teen-age labor pool by offering 14- and 15-year-olds to the job market at sub-minimum wages. This referred to pending proposals to loosen child labor regulations.

Total employment held steady in July at 99.7 million, with non-farm payroll employment at 89.8 million. The goods-producing industries declined by 114,000 jobs over the month; the biggest drop was in machinery, which lost 40,000 jobs. The service industries picked up 97,000 jobs.

The individual jobless rates were 8.8 percent for adult men and 8.4 percent for adult women; 24.1 percent for teen-agers; 8.7 percent for whites; 18.5 percent for blacks; and 13.9 percent for Hispanics.

## Year's worth of increments won in arbitration for Ballston school workers

**BALLSTON SPA** — CSEA-represented employees in the Ballston Spa Central School District have won retroactive increments for an entire year after an arbitrator agreed with CSEA that the increments should have been paid under terms of the district's contract with the union.

The dispute arose over provisions of the 1980-82 agreement and centered on the salary increase for the second year of the contract. It included a base pay raise and a cost-of-living adjustment to be applied to the 1980 salary schedule in 1981, but when the district computed the raise and added nearly 11 percent to the schedule, it deleted increments, claiming they weren't specifically included in the contract language.

On July 1, 1981, district employees received the raise, but without increments and CSEA filed a grievance. After more than seven months of stall-

ing by the district, including an unsuccessful attempt to have state courts bar arbitration of the dispute, the matter finally went before Arbitrator Sumner Shapiro.

He ruled that the intent of the contract was to continue the increments and despite the district's misinterpretation, he ordered increments paid to eligible employees retroactive to July 1, 1981, the start of the second year of the contract.

"The interpretation the union has placed upon the contract language in the present proceeding is supported by the preponderance of evidence and the associated arithmetic logic," the arbitrator ruled. "We are consequently constrained to hold the agreement envisions a wage increase in the second year consisting of 10 percent, plus the agreed-upon Consumer Price Index enhancement factor and the service Step Increments where applicable."

PSYCHIATRIC CENTER local presidents from throughout Metropolitan Region II recently joined Regional President George Caloumeno and attorney Elliott Olin for a labor/management meeting with Office of Mental Health officials in New York City. Looking none too pleased with management's comments are, from left, South Beach Psychiatric Center Local 446 President George Boncoraglio, atty. Olin, President Caloumeno, Bronx Psychiatric Center Local 401 First Vice President Edward Gray, and Kingsboro Psychiatric Center Local 402 President Robert Nurse.



## Indemnification law covers state workers cleared of criminal charges for doing job

ALBANY — If a state employee is brought up on criminal charges for doing his job, the cost of "reasonable" legal expenses may be covered, as a result of a new law that CSEA has been supporting for years.

The indemnification law covers employees who have been cleared of the criminal charges against them and whose charges stemmed from tasks they were required to perform as part of their job.

CSEA backed the legislation because members have been brought up on criminal charges in the past "just because they're doing their jobs, and many could not afford the attorneys' fees for their defense," said Stephen Wiley, a CSEA attorney.

For example, Department of Transportation employees who were ordered to clear property that had been condemned by the state have been arrested for removing equipment on that property, Wiley said. Or a MHTA may have been charged with assault following attempts to medicate a violent patient. "Here they were just doing their jobs and were arrested for tasks required by their employer, the state," he said.

There are several important points to keep in mind about this reimbursement.

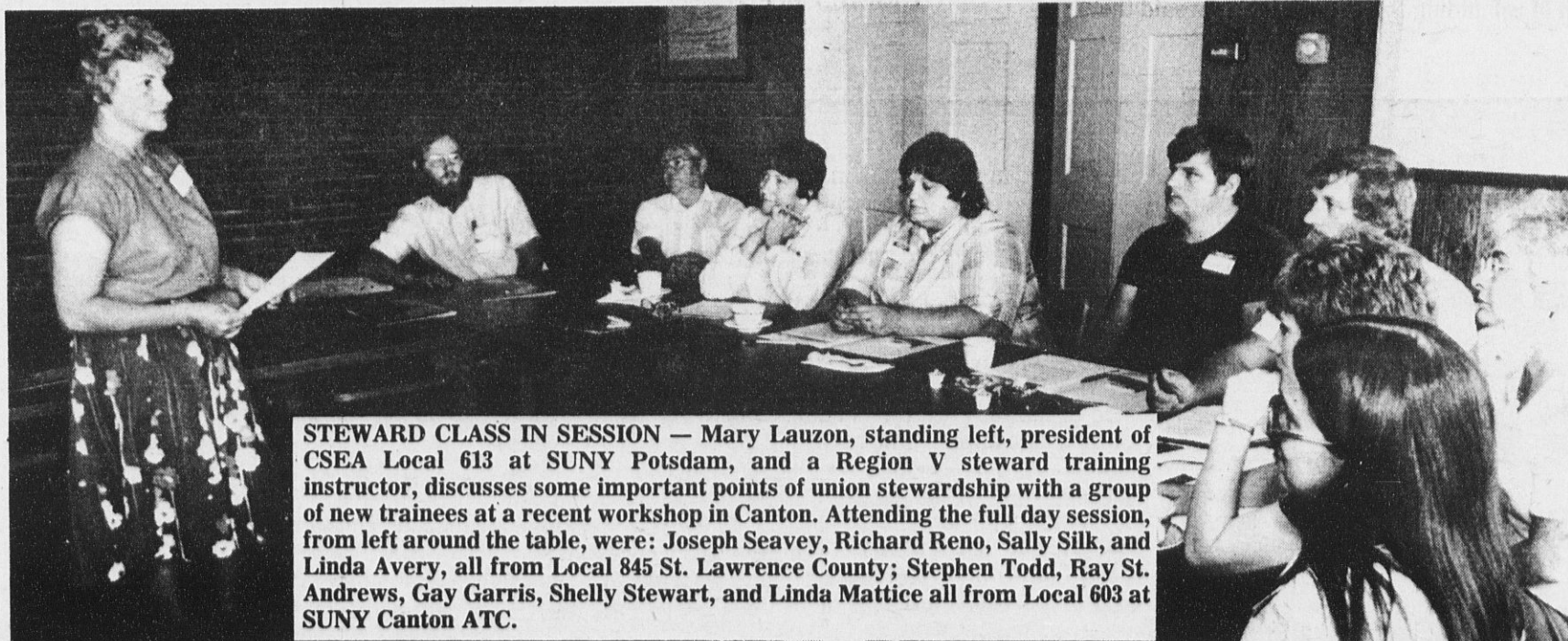
- First, the employee who is charged must deliver a copy of the charges against him or prosecutor's information, with a written request for reimbursement, to the attorney general's office, within 10 days of the date he or she is arraigned. The arraignment is the first time the employee is brought before a judge on the charges. "The reason for the early notification is that, without it, the attorney general's office doesn't even know of the criminal case, and it makes it much more difficult to investigate the case later," Wiley said.

- In order to be reimbursed, the employee must later be cleared of the criminal charges.

- The reimbursement is for "reasonable attorneys' fees and litigation expenses" and is paid only after an audit by the state attorney general's office and the state comptroller.

- The law is set to expire in 1985, at which time the attorney general and state comptroller must submit a report to the state Legislature evaluating the law's effectiveness.

When he signed the bill into law, the governor said he felt the law should be extended to protect employees in political subdivisions as well. He also urged that the new law be allowed to continue beyond its 1985 automatic expiration date.



STEWARD CLASS IN SESSION — Mary Lauzon, standing left, president of CSEA Local 613 at SUNY Potsdam, and a Region V steward training instructor, discusses some important points of union stewardship with a group of new trainees at a recent workshop in Canton. Attending the full day session, from left around the table, were: Joseph Seavey, Richard Reno, Sally Silk, and Linda Avery, all from Local 845 St. Lawrence County; Stephen Todd, Ray St. Andrews, Gay Garris, Shelly Stewart, and Linda Mattice all from Local 603 at SUNY Canton ATC.

# Public Sector

Official publication of  
The Civil Service Employees Association  
Local 1000, AFSCME, AFL-CIO  
33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every other Friday for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Second Class Postage paid at Post Office, Albany, New York.

Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 1 Columbia Place, Albany, New York 12207. Single copy price 25¢.

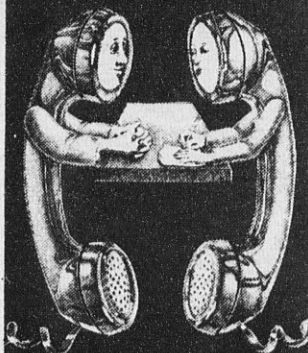
Gary G. Fryer—Publisher  
Roger A. Cole—Editor  
Tina Lincer First—Associate Editor  
Gwenn M. Bellcourt—Assistant Editor

Published every other Friday by Civil Service Employees Association, 33 Elk Street, Albany, N.Y. 12224 (518) 434-0191.



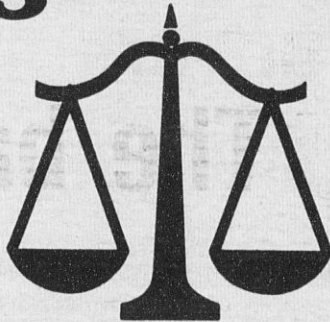
## Why leave home when you can phone Social Security?

Most Social Security business can be handled by phone. If you're applying for Social Security benefits or if you need information, you can save time and a trip by calling first.



U.S. Department of Health and Human Services  
Social Security Administration

## Legal Briefs



"Legal Briefs" is a periodic column about Civil Service Law and legal matters of interest to public employees. Material is compiled and edited by the Albany law firm of Roemer and Featherstonhaugh, counsel to CSEA.

A state employee's previous salary level must be taken into account if he or she is appointed, transferred or reinstated to a similar grade state job, according to a recent Supreme Court decision.

The decision arose from the *Matter of Craven v. Flacke*, in which an employee who had held various state jobs since 1969 resigned from a grade 5 stenographer's position in September 1979.

She later passed a competitive exam for the same position and was certified to an eligible list. In November 1980, she was appointed to a permanent position as a grade 5 stenographer and received an entry-level salary.

In an Article 78 proceeding, the employee contended her salary should have reflected her years of prior satisfactory state service.

The state denied her request, saying that in order to receive that salary level, she would have had to have been reinstated to her position within one year of her separation from service, or would have had to have been retroactively reinstated by the Civil Service Commission.

In granting the position, the court held that "Civil Service Law entitled petitioner to be paid as much as in her former position, which would include compensation reflecting her satisfactory service in prior state provisions."

## KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224.

This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

### Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

Name _____	Local Number _____
Street _____	
City _____	State _____ Zip _____

### MY NEW ADDRESS IS:

Street _____	
City _____	State _____ Zip _____
Agency where employed _____	
My social security no. _____	Agency No. _____

## Cuomo committee appointed in Region III

FISHKILL — Southern Region III is gearing up a major push "to work for the nomination and election of our endorsed candidate, Mario Cuomo," according to CSEA Region III President Ray O'Connor.

O'Connor announced the appointment of a special committee to coordinate the union's efforts in the Southern Region on behalf of Lt. Gov. Mario Cuomo's quest to become the Democratic candidate for governor in the September 23 primary.

The committee includes representatives from each of the region's seven counties. They are, Scott Daniels, Dutchess County; Pat Nealon, Jane Lewis and Kay Cayton, Orange County; Irene Kobbe, Putnam County; Eva Katz and Pat Spicci, Rockland County; Walter Durkin and Tom Schmidt, Sullivan County; Sean Eagan and Joe Van Dyke, Ulster County; and Eleanor McDonald and Roger Williams, Westchester County.

Additionally, retiree locals are represented by Agnes Durantino, Rockland; Gordon Hobbs, Ulster, Orange and Sullivan; Trish Schwartz, Dutchess and Putnam; and Wilfrid Migneault, Westchester.

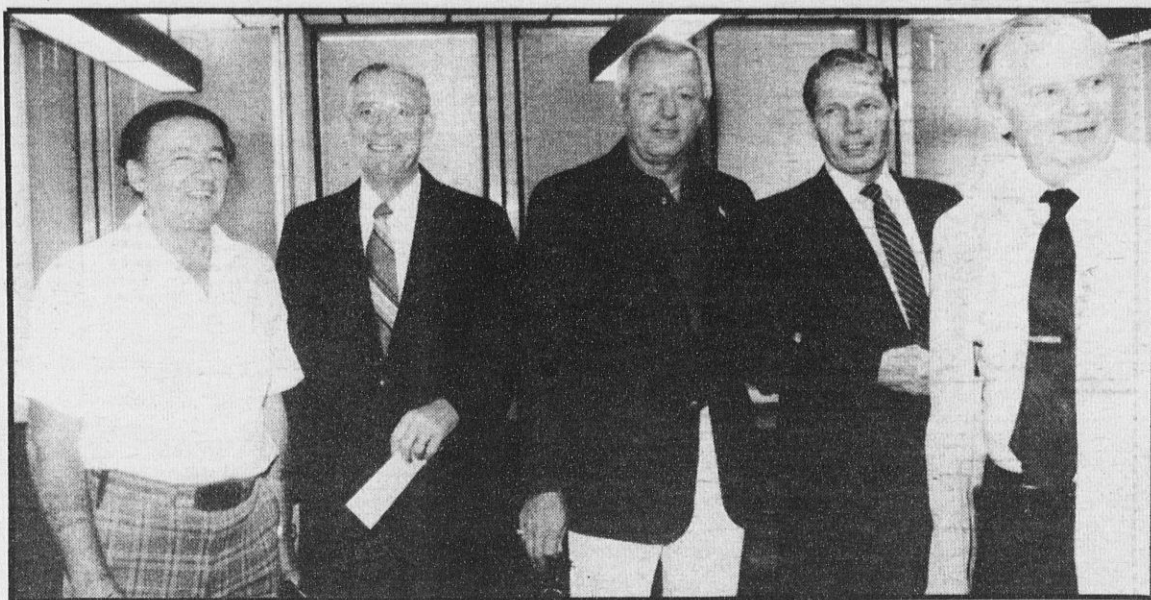
## A word of thanks

We wish to take this opportunity to thank everyone who sent us cards, gifts and expressions of best wishes on the occasion of the birth of our daughter, Megan Jean Donohue, on August 1.

Region I President and Mrs. Danny Donohue  
Patchogue, New York

# At Middletown, key legislators are called in

**'Deinstitutionalization has gone about as far as it can go' — Sen. Charles Cooke**



SHARING A COMMON CONCERN about the impact of layoffs at Middletown Psychiatric Center are, from left, Local 415 President Alex Hogg, Sen. Charles Cooke (48th Dist.), Sen. Richard Schermerhorn (40th Dist.), Assemblyman Ray Kisor (98th Dist.), and Region III President Ray O'Connor.

MIDDLETOWN — The squeaky wheel always gets the grease, so CSEA Local 415 and the Board of Visitors at Middletown Psychiatric Center have decided to do some squeaking to fight proposed layoffs.

Local 415 President Alex Hogg explains that the facility is expected to lose 141 items by next March. Staff levels would be reduced from the current 1,216 to 1,147. Accordingly, both Hogg and President Clemence Frank, recently took their plight to several ranking members of the State Legislature: Assemblyman Ray Kisor — 98th District, State Senators Richard Schermerhorn — 40th District, and Charles Cooke — 48th District, who agreed to tour the facility.

Mrs. Frank set the mood by complaining that all too often Middletown bears the brunt of layoffs. Hogg added that the institution, "can't cope with the cutbacks, we're already understaffed."

The elected officials were sympathetic. Sen. Schermerhorn said, "these cutbacks were not the intent of the legislature." Assemblyman Kisor asked for specifics and was told the institution will need approximately \$1.4 million to restore the items. Sen. Cooke added it was time to, "start addressing assumptions." He suggested, "deinstitutionalization has gone about as far as it can go."

CSEA Region III President Ray O'Connor was also present. His reply to the legislators was simple: "We look to you for support," to which Sen. Schermerhorn replied, "don't march . . . we'll march for you."

## LAYOFFS The battles intensify

### At Rockland, a drive to mobilize support



ANN KUEHNER, a social worker employed by the Rockland County Mental Health Center, says its urgent to preserve the State's mental health programs.

POMOMA — Recently, 450 employees of the Rockland County Mental Health Center received their pink slips. But, in this case, they read, "Next January this pink slip could be yours."

It was the brainchild of a group of workers, under the leadership of social worker Ann Kuehner, who organized the group last April to fight proposed cuts in state aid for community mental hygiene services. Kuehner explains that when word spread here that funds would be reduced by \$700,000, she and her co-workers started an intensive letter writing campaign and petition drive aimed at both the governor and state legislators.

Petitions bearing over 5,000 signatures were ultimately delivered to the state's leadership, and some funds were restored in the supplemental budget, but one message was loud and clear: getting involved can make a difference. Thus, the idea of the pink slips was born because, Kuehner says, "it's our jobs that are on the line."

Passage of the supplemental budget proved to be only the tip of the iceberg. Heeding advice received in various legislative offices, Kuehner and her "staff committee" decided they would reach out to mobilize support throughout New York State. The group would respond to the word received from the legislative halls of Albany. Accordingly, Kuehner sent a letter to directors of Mental Health Centers throughout the state which said, in part:

"Governor Carey recently signed several bills which provided for a partial restoration of funds that had previously been cut from Mental Health and Mental Retardation programs. However, there is still a significant shortfall as only about 20% of the original cuts were restored. This does not yet reflect reductions that will

come down because of federal cuts in 1983. Further losses of money and services will be devastating to our programs, so that it is imperative that we take action now to restore funds and prevent future cuts.

"In order to fight these cuts, and the consequent reduction in services, the staff at the Rockland County Mental Health Center has been writing letters, speaking with and sending telegrams to the key Legislators in Albany. Additionally, we have been circulating petitions requesting a restoration of all funds. In June we took the petitions, with over 5000 signatures, to the offices of Senators Marchi and Anderson. We spoke with aides in their offices; they made it very clear that we must continue our efforts over the summer and into the fall, when possibly a supplemental budget can be drawn up which would restore more funds.

"Obviously we are more likely to be effective if people throughout the state register their dissatisfaction with what is happening. We are therefore urging you to become active, if you are not already, in lobbying the Legislators to restore our full funding.

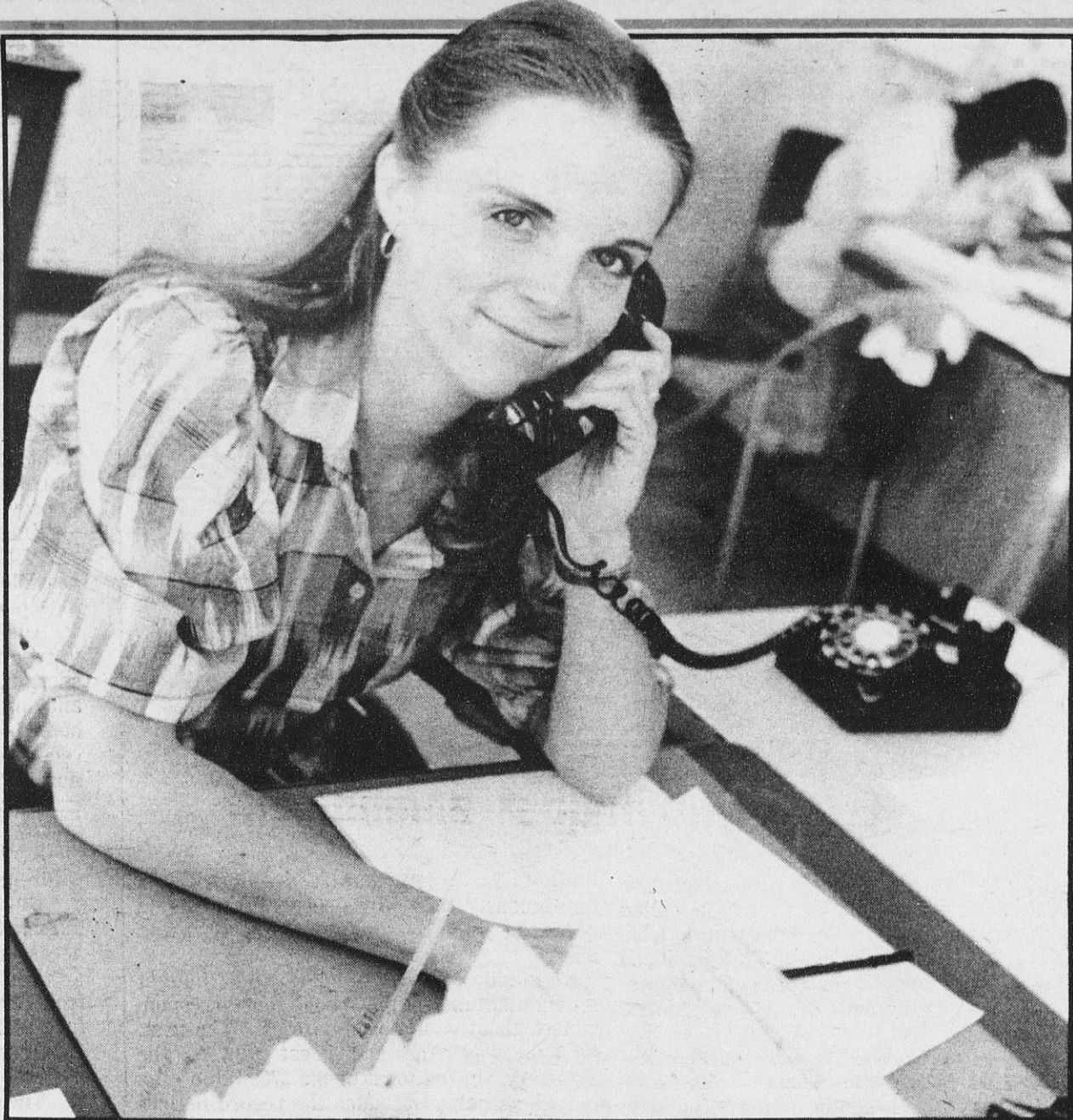
"In view of the upcoming federal cutbacks, it is essential that you are also in touch with Senators Moynihan and D'Amato, as well as with your Congressman."

Rockland CSEA Local 844 President Patsy Spicci concurs fully with the sentiments expressed therein and he urges all public employees, especially those involved in "unified services programs" to speak out.

The local president quoted statistics: a 1 percent increase in unemployment generates a 4 percent increase in mental health services. "So in this age of Reaganomics, mental health funds must be a priority," Spicci noted.

# Battling unfair barriers

*Erie County member  
Theresa Fornes  
helps change law  
limiting advancement  
for handicapped  
workers*



**A WINNING SMILE** — Theresa Fornes, Erie County welfare examiner and a member of CSEA Local 815, is pictured on the job. Fornes

was successful in her fight to eliminate a state law which banned handicapped civil service workers from taking promotional exams.

By Linda A. Wilson  
Special Correspondent

**BUFFALO** — "It was so frustrating to know that no matter how well I performed my job, I could never be promoted."

That was the predicament that Theresa Fornes, a physically handicapped Erie County welfare examiner, faced as a result of a former state law under which she was hired. That law automatically waived entrance level examination for handicapped state workers, but at the same time, banned them from taking promotional exams.

Thanks to a two-year battle waged by Fornes, that has now changed.

A member of CSEA Erie County Local 815, Fornes was hired by the county three years ago after graduating from Canisius College with a sociology degree. "When I was interviewed for the job," explained the 26-year-old, "I was never made fully aware of the implications of this law."

While the law did enable more handicapped people to secure gainful employment in the public sector, it proved counter-productive because of its harsh and unrealistic restrictions, Fornes said.

Partially paralyzed as a result of an auto accident 10 years ago, the spirited Fornes was determined to lift those restrictions.

"To prove to them that I had the potential for advancement within the county system, I first asked the county to rescind my rights to the waiver and allow me to take the entrance exam," she recounted, explaining that this procedure would have cleared the way for her to participate in future promotional exams.

The request, however, became "bogged down

in two years of bureaucratic red tape," and in the interim, the opportunity for Fornes to take a competitive exam for county welfare examiner passed her by.

Not one to settle for instant defeat, Fornes felt confident the law did not represent the best interests of handicapped employees, and subsequently contacted Erie County Executive Edward J. Rutkowski. Through his efforts, a bill was sponsored by Senator Dale M. Volker (R-Depew) and Assemblyman Arthur O. Eve (D-Buffalo), which eventually led to Gov. Hugh Carey's signing of the bill into law.

Although Fornes will derive no immediate

**'I could not accept a law permitting across-the-board restrictions on all handicapped employees despite their education or potential.'**

—Theresa Fornes

benefits from the new law since it will be approximately three to five years before another promotional exam is offered in her job classification, she is pleased to know she has helped the cause of hundreds of other handicapped workers across the state.

"Seven or eight other handicapped workers in my building were being affected by this law," she said, "and Lord knows how many others in

the state. I felt I had to speak up in an effort to help them as well."

Currently a graduate student at Canisius College, where she is pursuing a masters degree in counseling, Fornes freely admits there are certain jobs she couldn't possibly perform from a wheelchair.

"I have accepted that fact," she said, "but I could not accept a law permitting across-the-board restrictions on all handicapped (employees) despite their education or potential."

Saying she enjoys her present position, in which she interviews, certifies and maintains a large welfare caseload, Fornes pointed out that "an increasingly large number of my clients are 10- to 20-year employees of area auto and steel industries whose layoff benefits have now expired. I'm really dedicated in my job because I know I am helping these people to survive the current economic climate."

As for her own plight and battle, she says CSEA officers and staff were generally sympathetic, but could not act on her behalf through grievance procedures since the matter was not covered in the state contract.

"They did, however, try to convince management to allow me to take the entrance level exam," she said. That request was granted about a year and a half ago, and Fornes is proud to report she passed the exam for welfare examiner.

"The whole incident was emotionally trying," she said, "but I did not get discouraged."

In offering words of advice to others in their quest for upward job mobility, Fornes had this to say: "If you truly believe in something, don't lose sight of your goal, no matter how many people try to hold you back."



CSEA STATEWIDE TREASURER Barbara Fauser, left, congratulates her successor as Western Region VI treasurer, Joan Poisella. An employee of the State Division of Substance Abuse Services, Joan will also continue as Buffalo Local 003 treasurer. Ms. Fauser was recently elected to a 3-year term in the statewide position.

## Labor prods Congress on jobs; vows to fight budget amendment

NEW YORK — The AFL-CIO Executive Council, at its quarterly meeting here, called on Congress to take the lead in creating jobs, vowed an all-out battle against the balanced budget amendment, and approved the pre-primary endorsement of a presidential candidate.

On economic policy, the council urged Congress "to reverse the Reagan administration's policies and to set the nation on a path to full employment and alleviate suffering."

The council called for an anti-recession program of public works, job training, housing, a reindustrialization plan, domestic auto content legislation and credit controls to lower interest rates.

The council also asked Congress to "ease human suffering" by restoring cuts made in programs such as jobless benefits, trade adjustment aid, health care, welfare and food stamps.

"What people want are jobs," AFL-CIO President Lane Kirkland told a press conference. "They want to work."

Kirkland said there were possibilities of getting action in this session of Congress that were not possible last year when President Reagan had his way.

He said there has been "some perceptible shift" in voting patterns in Congress and, with the elections approaching, "a lot of fingers are in the wind."

But, he added, the ultimate shift in Congress and its receptivity to enlightened legislation depends on the November elections.

On the constitutional amendment to balance the budget, which passed the Senate by two votes, Kirkland was scathing in his denunciation of Reagan and the senators who voted for it.

"It's hypocrisy — pure, raw and naked," Kirkland declared.

If President Reagan believes an unbalanced

budget is "inexcusable, immoral and outrageous," then why doesn't he submit a balanced budget to Congress? Kirkland asked.

Kirkland called the balanced budget amendment move "the second most irresponsible legislative act of our times." The first, he said was "the 1981 great raid on the Treasury" in the form of the \$750 billion tax cut which helped produce the record deficit. The Congressional Budget Office estimates the deficit for the coming fiscal year will be in the \$140 billion to \$160 billion range, about \$40 billion higher than the administration projected.

Reagan's performance, Kirkland said, amounted to "a W.C. Fields temperance lecture."

Studies show that, if the amendment were in effect now, the nation would have been pushed from a recession into a depression, Kirkland said.

He said there are those in Congress who know the seriousness of the amendment and yet, out of "sheer fear and political opportunism" in the face of the coming elections, vote for it.

The amendment, which requires a balanced budget except in case of war, still must pass the House and be ratified by 38 states.

Kirkland named an ad hoc committee to coordinate labor's efforts to block discharge of the amendment from the House Judiciary Committee, defeat it in the House or fight ratification in the states, if necessary.

President Gerald McEntee of State, County and Municipal Employees, heads the group. Members are Glenn Watts, president, Communications Workers; Al Shanker, president, Teachers; J.C. Turner, president, Operating Engineers; Lloyd McBride, president, Steelworkers; and Vince Sombrotto, president, Letter Carriers.

## Home energy audits, low-interest loans available in PSC energy saving plan

The Fall heating season is nearly upon New Yorkers, followed of course by the even more severe Winter heating season.

But, reminds the New York State Public Service Commission, if you're a homeowner or renter in a one to four family home, you are eligible for a free home energy audit done by professionals from your utility. And furthermore you can get a special low-interest home energy improvement loan regardless of your income.

Under the Public Service Commission-sponsored "SAVINGPOWER" program, PSC officials say, it is possible for eligible homeowners and renters to save up to 30 percent on their energy costs.

Under the program, a homeowner or renter in a one to four family home can get a free professional home energy inspection, to include examination of the heating and insulation systems. The results of this requested home energy audit are analyzed, and the consumer receives information including recommended conservation projects, cost estimates for the projects (on a contractor and do-it-yourself basis), and estimates of the money to be saved from these improvements. The auditor also provides the consumer with a list of approved program contractors.

Once the audit is completed, the consumer becomes eligible to borrow money at a low rate of interest for the necessary home energy improvements.

PSC officials note that the low-interest loan range from \$200 to \$2,500 for a one-family home and up to \$4,500 for a four-family home, depending on the projects involved. Energy improvement projects are also eligible for a Federal tax credit, it was pointed out.

The participating utilities in the "SAVINGPOWER" program are The Brooklyn Union Gas Company, Central Hudson Gas and Electric Corporation, Consolidated Edison Company of New York, Inc., Long Island Lighting Company, National Fuel Gas Distribution Corporation, New York State Electric and Gas Corporation, Niagara Mohawk Power Corporation, Orange and Rockland Utilities, Inc., and Rochester Gas and Electric Corporation.

To get your free home energy audit, fill out the form below and mail it to:

SAVINGPOWER  
PUBLIC SERVICE COMMISSION  
THREE EMPIRE STATE PLAZA  
ALBANY, N.Y. 12223

You will be contacted by your utility for an appointment at your convenience.

**I want to increase my SAVINGPOWER with a free home energy audit.**

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_

Zip \_\_\_\_\_

Daytime Phone: (\_\_\_\_\_) \_\_\_\_\_  
Area Code

Nighttime Phone: (\_\_\_\_\_) \_\_\_\_\_  
Area Code

Your Utility \_\_\_\_\_  
(electric or gas company)

Utility Account Number \_\_\_\_\_  
(please check your bill)

**If you have questions concerning the SAVINGPOWER program, or would like information on the apartment building audit program (five or more units), call the Public Service Commission's toll-free number:**

**1-800-342-3237**

## Region II to march in Labor Day parade

NEW YORK CITY — CSEA Metropolitan Region II has announced plans to have a contingent participate in the New York City Central Labor Council parade on Labor Day, Monday, Sept. 6.

Region II President George Caloumeno urges all CSEA members and their families to participate and demonstrate organized labor's disgust with policies of the Reagan Administration.

The CSEA contingent will assemble on the corner of Park Avenue and E. 26th Street at 9:45 a.m. on Labor Day.

# 'May we count on your vote for Mario Cuomo in the Primary?'

ALBANY — Every night for the past several weeks at the CSEA Capital Region Office, volunteers have been telephoning members enrolled in the Democratic Party. The mission is simple — reach as many members as possible and tell them that, to quote the prepared text, "Mario Cuomo is the best qualified candidate to be Governor of New York."

The hours on the telephone pass fast. The group quickly became familiar with the tersely written text, but often individual personality and comments of personal commitment enliven the brief telephone conversations.

"It's work but it's fun, too," said Al Oliver, president of Albany County Local 801.

"I'm very happy with the participation and the response," said John Francisco, region political action committee chairman.

The Capital Region telephone volunteers have already made 5,000 calls.

"We're set for a long campaign," Francisco said enthusiastically. "First the primary, then the general election."

**CALLING ALL MEMBERS** — Capital Region phone volunteers Barbara Keller, above, and below from left; Alan Siegel, Joan Bauer, Marty Hughes, Al Oliver and Pat Walsh crank out the vote for gubernatorial hopeful Mario Cuomo in the Democratic primary slated for September 23.



**DFY GAINS EAP** — CSEA Local President Paul Butrym, seated right, signs an Employee Assistance Program agreement as Division for Youth (DFY) Executive Deputy Director Fred Bedell, seated center, and PEF Representative Ernestine Coleman look on. Standing are: CSEA/EAP Representative Peter Nardillo, EAP Representative Mary Netter, PEF Field Representative Don Briscone, DFY Labor Relations Director Robert Kennedy and Lillian Todruff, CSEA representative from Camp Cass.



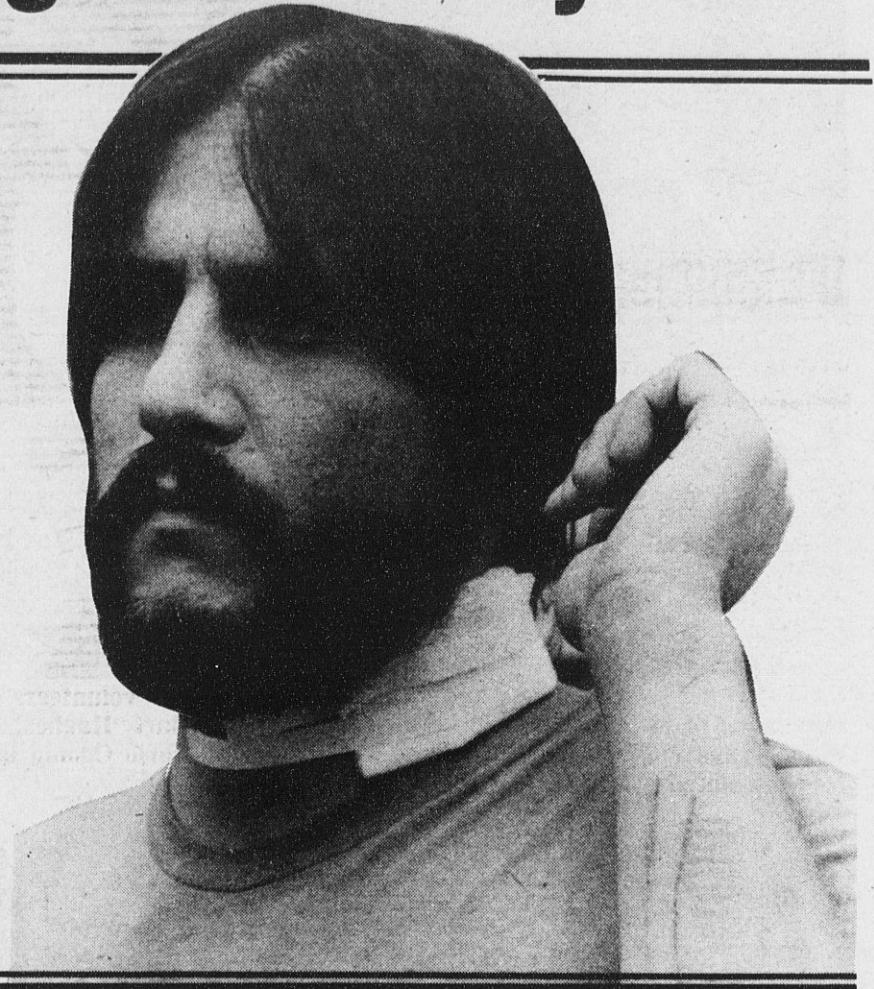
# Slashing incident brings renewed clamor for stronger security

## Employees submit slew of proposals after second violent attack at Nassau County Social Services

'It's unfortunate that I was a victim, but things have been neglected in that building for a long time and I'm glad that something is being done about it.'

—James Capozzi

**WOUNDED EMPLOYEE** James Capozzi, sporting a neck bandage, shows his arm wounds after being attacked by a client while working at the Mineola Social Security office.



By Hugh O'Haire  
CSEA Communications Associate

MINEOLA — It took an attack by an enraged, razor-wielding man on an employee, but the Nassau County Department of Social Services has finally agreed with CSEA demands and has begun to strengthen security at its Mineola complex.

Jim Capozzi, however, almost paid for the management concession with his life.

Capozzi, a welfare examiner, was at his desk on Aug. 13 when a 25-year-old Hempstead man allegedly came to the department to complain that his welfare benefits had been reduced. The man was directed to another caseworker but went to Capozzi's desk because Capozzi, an eligibility worker who investigates and certifies whether applicants are entitled to benefits, had originally processed the individual.

The man allegedly knocked Capozzi to the floor and drew a razor blade across his throat and left arm while Capozzi struggled to escape.

"I was fighting for my life," Capozzi later said. "If the razor slash on my neck had been over a little more, the doctor said I would have been finished."

Capozzi was rescued by other employees, including Marwelle Williams, a brown belt karate expert, who disarmed the attacker and held him until police and security guards arrived. Howard Quann, former CSEA unit president, used his shirt to staunch the flow of blood from Capozzi's wounds.

Capozzi was taken to Nassau Hospital in Mineola where his wounds were stitched and he was released.

Despite repeated warnings by Local 830 that violence was becoming endemic for caseworkers in the county, Nassau County Social Services Commissioner Joseph O'Elia has steadfastly refused to increase security in the mammoth social service center in Mineola.

But following the attack on Capozzi and subsequent meeting with CSEA, the commissioner has increased the force of subcontracted security guards and has met with an employee's security committee that is staffed by three CSEA representatives.

"I hope the commissioner knows how lucky he is. If it weren't for the quick actions of other CSEA members, Mr. D'Elia would have had Jim's death on his conscience," said Jerry Donahue, CSEA Nassau County Local 830 president. "We demand security improvements now — they are long overdue — and we won't wait until another attack on one of our members to get them."

Immediately following the incident, Commissioner D'Elia met with a CSEA contingent of Donahue, Local 830 Vice Presidents Rita Wallace and Ralph Spagnola, and Administrative Aide Jim Martino. Unit President Steven Goldberg was unable to attend because he was not allowed to leave his Freeport worksite by the commissioner.

While more than 35 of Capozzi's co-workers stopped work because of the shock of the attack and others signed petitions for increased security, the CSEA contingent told the commissioner that something had to be done. The commissioner agreed to hire four more security guards and appointed a

committee to review security problems. The committees included CSEA Shop Stewards John Wildig and Joan Rearich and Region I Treasurer Joan Wichmann.

On the same day, the CSEA contingent and members of the unit drafted a set of proposals and submitted them to the commissioner. The proposals, similar to those submitted by Goldberg more than a year ago, called for the following:

- all corridors into the certification areas to be protected by doors, with security guards at each door monitoring the access of visitors;
- a concealed buzzer at each employee's desk that summons security guards;
- more police patrols in hallways;
- a minimum of three security workers on duty at all times;
- removal of abusive clients by police and security forces.

As an additional measure, Local 830 decided to hire an independent security firm to make a study of the security needs and make recommendations which the local will present to the commissioner.

"It's unfortunate that I was a victim, but things have been neglected in that building for a long time and I'm glad that something is being done about it," Capozzi said from his Glen Cove home where he is recuperating.

CSEA first complained about rising incidents of violence and the general lack of security at Mineola more than a year ago following an earlier attack on a CSEA member, Goldberg said.

In July 1981, Judy Lee, a welfare examiner, was attacked by a couple who came into her office, closed the door, blocked it with a desk and started punching and kicking her. "They even pulled out clumps of her hair," Goldberg said. Once again, because of lack of security, Lee had to be rescued by another employee — Jim Capozzi.

CSEA complained to Commissioner D'Elia that the doors on the offices should be removed and security measures should be taken to screen clients. The union also insisted that the security staff, which consists of two security guards rented from Donovan's Patrol, a private subcontractor, be increased. The commissioner ignored the suggestions but the department later chained the doors open. Subsequent letters to the commissioner have been ignored, Goldberg said.

While employees want increased security, they are also insisting that attackers, if found guilty, be punished. They are concerned that Capozzi's attacker will be let off lightly, Goldberg said.

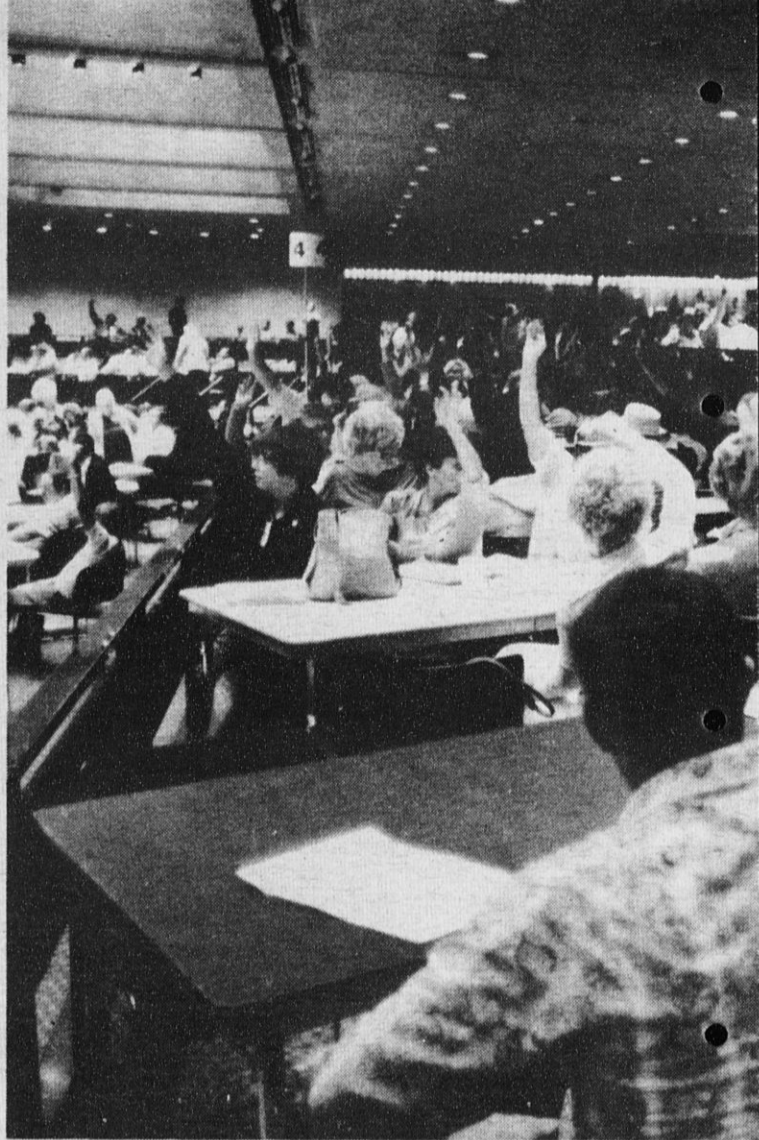
After the Judy Lee incident, the couple who attacked her was arrested but brought back the next morning with an "emergency appointment to be seen on a priority basis. That was their reward for attacking one of us," Goldberg said.

On behalf of the unit, Goldberg wrote to Nassau County District Attorney Dennis Dillon, asking that the charges against Capozzi's attacker — second degree assault and criminal possession of a deadly weapon — be upgraded to attempted murder.

"To charge (him) with anything less would amount to only a slap on the wrist," Goldberg said.



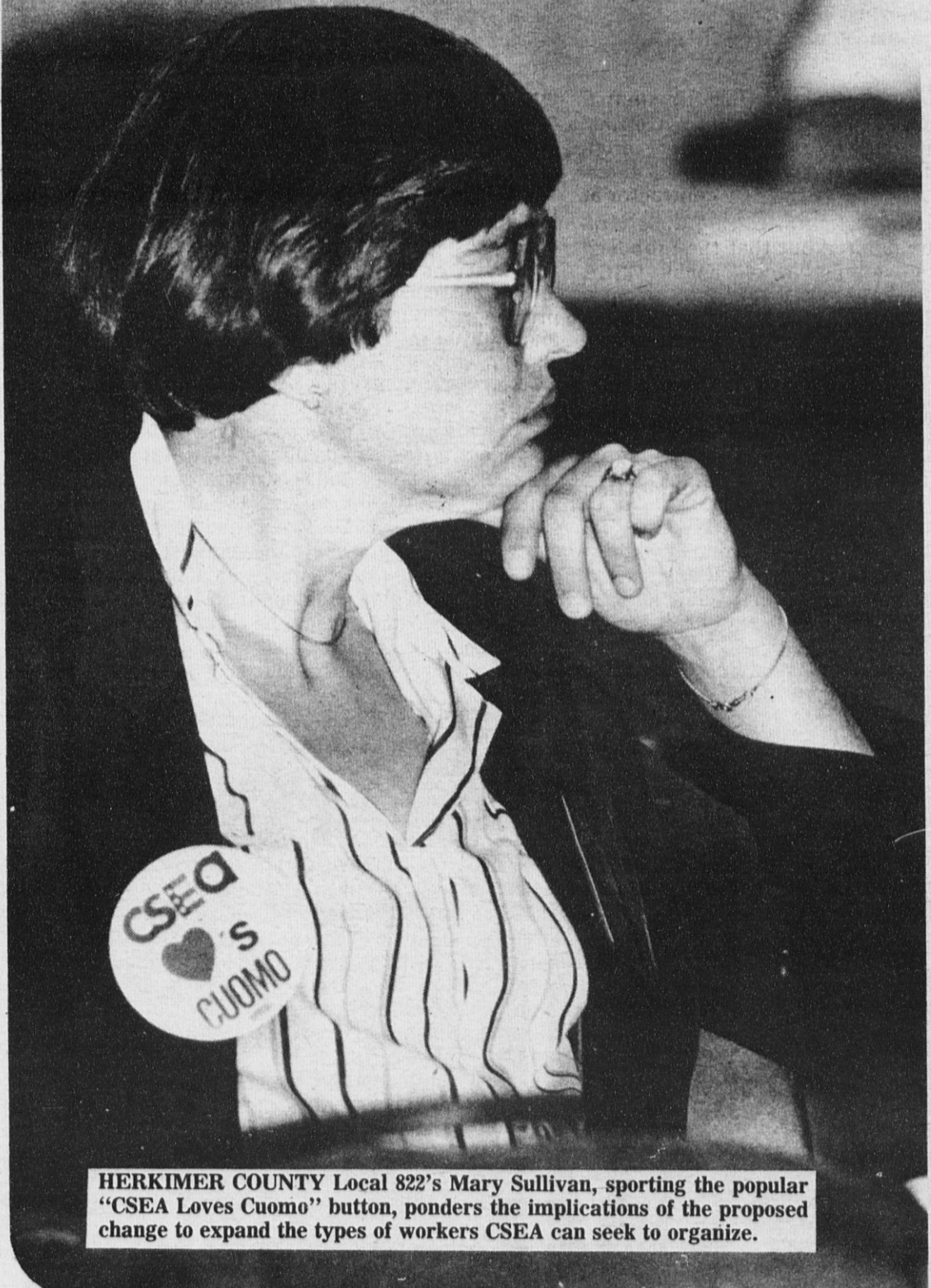
CSEA PRESIDENT William L. McGowan waits turn to conduct Delegates meeting as Sergeant-at-Arms John Vallee addresses several hundred delegates.



DELEGATES debated the pros and cons of proposed constitutional change at length before voting to accept the proposal as a first reading. It must still pass a subsequent delegate vote later this fall in order to be effective.



REGIONAL PRESIDENTS Raymond O'Connor, left, and George Caloumeno at special delegates meeting held in Albany to consider a major constitutional changes. O'Connor is president of Southern Region III and Caloumeno is president of Metropolitan Region II.



HERKIMER COUNTY Local 822's Mary Sullivan, sporting the popular "CSEA Loves Cuomo" button, ponders the implications of the proposed change to expand the types of workers CSEA can seek to organize.

# First step taken toward organizing in private sector

ALBANY — CSEA delegates have taken the first step toward expanding the current boundaries which limit the union to organizing and representing only public employees.

At a special, one-day statewide Delegates Meeting here on August 19, the delegates approved the first reading of a proposed amendment to Article III, Section 4 of the CSEA constitution, which provides qualifications for membership in the union. The proposed constitutional amendment expands the membership definition to include workers not in the public sector but performing work traditionally performed by public workers.

The new section empowering the union to organize and represent certain private sector

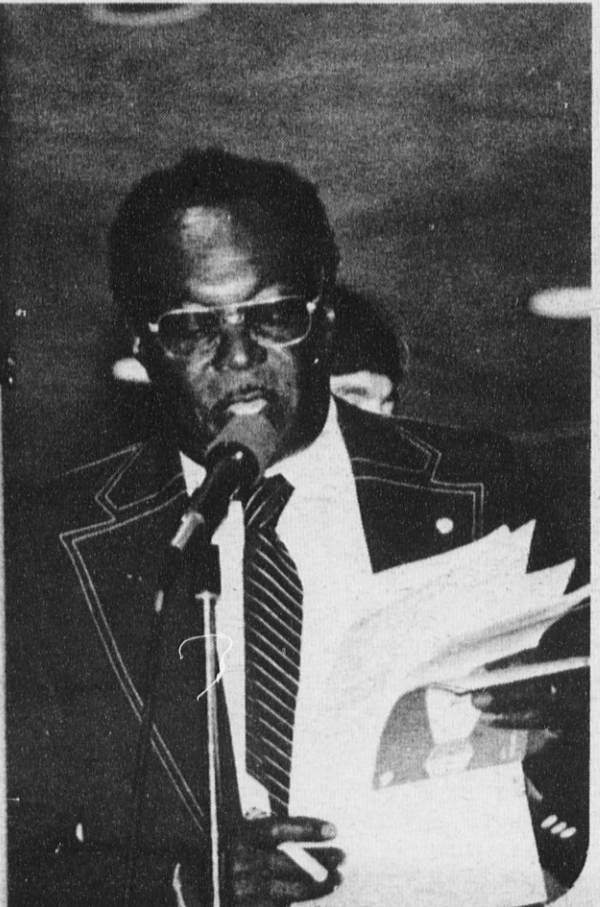
workers is part of a union effort to combat "contracting out" of work normally performed by public employee. Contracting out often results in layoffs, and in some instances those employees are re-hired by the new contractor at reduced wages and benefits. During debate on the issue, it was pointed out that the proposed constitutional amendment would enable CSEA to "follow" those employees as well as attempt to organize private sector workers performing contracted out work. The end result would be to discourage the practice of contracting out in the first place.

Since amendments to the union's constitution must be passed twice before becoming official, the identical proposal will be on the agenda again for the upcoming Delegates Meeting

later this Fall. If passed a second time, the amendment would become official.

The exact wording of the proposed amendment reads as follows:

"Article III Membership Section 4. The President, subject to the approval of the Board of Directors, may issue local charters or authorize the enlargement of the jurisdiction of existing local charters to include other appropriate groups of workers not specifically enumerated in this Article, whose employment while not in the public sector, is of such a type and nature that it is the same or similar to work traditionally performed by public sector workers. Workers within such jurisdictions shall be eligible for the types of membership defined in the foregoing sections of this Article."



# Yes, there's life after layoffs

## CSEA-funded 'continuity center' helps displaced state workers stay on payroll

While CSEA has a commitment to averting layoffs, and believes the state workforce is as lean as it can be to effectively provide the services New York needs, the union does not have the final say about the size of the state workforce.

In the past, CSEA has been successful in averting several mass layoffs, but in cases where reductions in force are inevitable despite union actions, it tries to fund efforts to help employees who are cut from the payroll.

One of those efforts is the State Employment Continuity Center (SECC), created by CSEA and funded, in part, through the joint labor-management Committee on the Work Environment and Productivity, better known as CWEP.

Following is an overview of the continuity center and its many roles and services.

ALBANY — Making the most of a layoff situation is never easy — for worker or union.

But, thanks to the State Employment Continuity Center, state employees who face layoffs can find comfort, hope and help in staying on the state payroll, as well as some answers to questions surrounding them before, during and after layoffs take place.

"We have always felt it was important to have a means to ease the difficulties of layoffs for the employee, and to make it easier to find a new job," said Thomas Coyle, director of CWEP for CSEA. "We also thought it would be useful to improve opportunities for mobility of the state employee by making it easier to transfer jobs."

To date, CWEP has spent more than \$271,000 to help fund the employment continuity center, which exists as a special unit within the state Civil Service Department. Formed as a pilot program in 1978, it has been responsible for moving hundreds of state employees into new jobs over the past four years.

With offices in Albany and New York City, the center receives support not only from CSEA, but from AFSCME Council 82 and the Public Employees Federation as well. Funds come from the state, and are negotiated during collective bargaining proceedings.

The continuity center fills many roles and needs. It is an advocacy office, serving as a valuable source of information on job openings. It is also a career guidance center, showing employees the steps and tools they need to find new jobs, including resume preparation and job interviewing techniques.

"Losing a job, or the threat of it, can be pretty traumatic," said Robert Knippenberg, coordinator

of the center. "People come in here in all kinds of psychological states."

Often when they leave, however, they are in a new frame of mind, having discovered that while layoffs can be traumatic, they are sometimes a catalyst for greater job satisfaction, as well as job mobility.

"I've never seen a layoff yet that isn't an opportunity for someone," said Knippenberg. "It's a chance for people to get out of something they don't like and into something they do like."

"The concept of mobility for public employees is one whose time has come," said Edward Malloy, who had used the center and now works there. "It's a chance for employees to use what is already available and to get out of the ruts and routines of certain jobs."

Through the center's computerized files, names of those looking for jobs are matched with the job vacancies listed by agencies. The office keeps close tabs on agency personnel offices, calling them frequently to ferret out new vacancies or to place employees threatened with layoffs.

According to Knippenberg, clerical or stenographic workers are easier to transfer than those with specialties. In most cases, the office provides individual counseling on what action people should take, although there are exceptions.

"In some situations, as in the threatened layoffs at the Department of Labor last September (ultimately averted after intense pressure by unions on the Reagan administration), we were dealing with such massive numbers of people that there was no way we could do one-on-one counseling," said Knippenberg, noting that job information was provided to large groups of employees.

While they are not specially trained as counselors, the staffers at the continuity center have learned to recognize the stages employees generally go through following news of a layoff. Knippenberg offers the following list:

- **The wild rumor stage:** There may be rumors or news stories about possible layoffs. The employees in an agency don't know what will happen to them, but many have learned to call the continuity center. Others check with their CSEA representatives, a practice encouraged by the union.

- **Disbelief:** Many workers simply don't believe it can happen to them.

- **Shock:** People may be so upset they are immobilized, but stresses Knippenberg, "they must do something about it for themselves to let people know they're available."

- **Action:** Through the continuity center, those targeted for layoffs are provided with factual information about how layoffs work, what rights employees may have, and certain job-hunting tools, such as a list of personnel offices in all the state agencies. They are also encouraged by CSEA to contact their union representatives.

"The key is for management to handle a layoff correctly," Knippenberg said. "They should notify us as soon as they have any idea of the threat. If we have three months, we can start gathering information and can place these people. If we have three weeks, we can only do it after the fact, which is much worse."

He said the agencies with the projected layoffs should be calling personnel offices in other agencies themselves to relocate employees on their own.

"Our long-term goal," said Knippenberg, "is to get out of this business of finding jobs for people after layoffs, and to make it easier for employees to transfer jobs or move up the career ladder."

## Unanimously endorsed by Political Action Committee

# Abrams gets union endorsement for re-election bid

(Continued from Page 1)

The endorsement was approved by CSEA's Statewide Political Action Committee. The 13 PAC members representing all segments of CSEA's membership approved the endorsement unanimously. The attorney general and his Republican opponent, Frances Sclafani, were both interviewed prior to the endorsement.

"Bob Abrams is a dedicated and gifted public servant and an exemplary public employer," McGowan commented in announcing the endorsement. "He is a candidate whose positions on major public issues is compatible with those of our union, and he has proven himself worthy of his office during the past four years. He was the first candidate for statewide office ever endorsed by our union when he first campaigned in 1978, and we are delighted to offer him our support again in 1982."

Commenting on the CSEA endorsement, Abrams said: "I am proud that the dedicated public servants who make up the CSEA have honored me once again by their endorsement, this time for re-election as attorney general."

"Under Bill McGowan's outstanding leadership, the CSEA is not only an effective advocate for its members and their families, but also a dynamic force for the betterment of the entire community."

"As someone who has devoted a career to public life, it is especially meaningful and personally gratifying to have the support and encouragement of the

men and women who are my colleagues in government and who know first hand the challenges and rewards of serving the people of New York State," the attorney general said.

President McGowan said CSEA was impressed by the attorney general's aggressive advocacy of consumer issues throughout his first term in office and his enthusiastic support of CSEA's successful effort to win occupational safety and health protection for New York public employees for the first time.

Additionally, Abrams has advocated reform of the Taylor Law, supported CSEA's position in favor of "injunctive notice" (to provide unions with due process in enforcement of the law) favored supplementation of public pensions to account for the effects of inflation, favored reform of the controversial Tier III retirement system, and has opposed "contracting out" of public services to private profiteers.

CSEA has previously announced its support in another statewide election: the candidacy of Lt. Gov. Mario Cuomo in the Democratic gubernatorial primary on September 23. The union is not planning any other primary endorsements.

McGowan said the union will be reviewing events during the next few months and will consider endorsements for all statewide offices in the near future.

# Grievance filed to avert threatened layoffs

## Staten Island Local 429 targeted; 'contracting out' cited as primary cause

NEW YORK CITY — Staten Island Developmental Center (SIDC) Local 429 has filed a "contracting out" grievance against the Office of Mental Retardation and Developmental Disabilities (OMRDD) in an effort to prevent threatened layoffs.

The grievance filed by SIDC Local 429 President John Jackson notes, "OMRDD has allowed, aided and en-

couraged private agencies to create parallel institutions" for the care of mentally retarded patients formerly housed at SIDC. The grievance cites Article 22 of collective bargaining agreements between the State and CSEA which protects permanent employees from losing their jobs or suffering reductions in salaries as a result of the State's contracting out for goods and services.

"If the State hadn't shifted patients to private agencies," Jackson charges, "there would be no need to layoff any employees here at SIDC."

Jackson notes that the Karl Warner Center on the grounds of SIDC houses nearly 500 patients, formerly residents of SIDC. The Karl Warner Center is operated by the United Cerebral Palsy Association through a

contract with the State.

"The employees of the Karl Warner Center and the other private facilities operating under contracts with the State perform the same duties and functions of CSEA members," Jackson says. "We won't sit back and let the State contract out jobs, paid for with public funds, formerly held by CSEA members, while threatening us with layoffs due to 'funding cuts.'"

## Suffolk impasse breaks; sides back at table

HOLTSVILLE — Local 852 and Suffolk County sat down at the bargaining table last week for the first time in almost two months.

The break in the impasse between the union and the county came following a meeting between Danny Donohue, president of Region I and John Gallagher, Suffolk deputy county executive, who brought the two warring sides together in a peace meeting held at Region I on Aug. 24.

Following the meeting in which Charles Novo, Local 852 president and Jack Ferneti, the county negotiator, agreed to go back to the negotiating table, Local 852 canceled its impasse and rescinded several actions against the county it had initiated with PERB.

"We're happy to get back to negotiations after such a long delay," said Novo. "What we've wanted all along is for the county to sit down with us and bargain in good faith as we are prepared to do."

The resumption of negotiations came after weeks of increasingly bitter fighting between the county and Local 852. CSEA accused the county of deliberately stalling negotiations because the county objected to the selection of one mediator in June and in July further delayed mediation claiming that it could not attend mediation sessions until decertification petitions by district attorney investigators and probation officers were settled by PERB. A mediation session had been scheduled by PERB for Sept. 9, however.

On Aug. 20, Local 852 filed an improper practice charge against the county for the delay and asked PERB to appoint a fact-finder bypassing stalled mediation efforts. Finally, Novo asked Donohue to request that Gallagher intervene to bring both sides together.

"We were exploring all avenues to get the negotiations going," Novo said. "I'm glad that we're back on track."

Novo said that if negotiations break down again, he would declare another impasse and he could also reactivate the improper practice charge as well.

"I hope that there is no need for that. CSEA and the county should be able to negotiate a contract and not have to resort to delays and legal actions. We don't want to wind up in a legislative hearing but that is always a possibility if these talks should fail," Novo said.

The Aug. 26 meeting was the first negotiating session since the last one on June 30 when an impasse was declared by Local 852. The one-year contract expired on Dec. 31. Because of a dispute over promotional raises, the 1981 contract was not signed by the county until February. Talks began in March and only three sessions had been held before last week's meeting.

While negotiations are in progress, Novo urged all members to be "patient" and to "beware of rumors which can undermine our unity and hurt morale. If members hear anything about negotiations they can verify it with their unit presidents who were being kept fully informed by the local of all negotiations developments."



**TROY CITY SCHOOL CONTRACT OFFICIALLY SIGNED** — While the terms of a two-year pact have been in force for nearly a year, the ironing out of various technical problems caused the City of Troy School District to hold off official contract signing until all issues had been resolved amicably. Participants in the recent signing are: standing, CSEA Local Executive Board member George Tashjian Jr., Chief Shop Steward Michael Terrault, CSEA Collective Bargaining Specialist Pat Monachino. Seated are: School Superintendent Anthony Murray and CSEA Unit President Betty Nichols. The contract provides a 27 percent salary increase over the life of the pact, and increased family health insurance coverage paid by the district from 50 percent to 95 percent.

## State increments coming

ALBANY — CSEA members in the state's Administrative, Institutional and Operational bargaining units will begin receiving increments under the union's new contract with the State of New York in the near future according to the state Department of Audit and Control.

After lengthy delays, the state Division of the Budget has waived rules preventing the increment payments for eligible employees until now. Audit and Control will notify all state payroll sources of the waiver and it will be up to each payroll source to process the appropriate paper work to get the increments paid retroactive to the eligible employee's anniversary date.

## Calendar of EVENTS

Calendar items should be mailed to The Public Sector, 1 Columbia Place, Albany, New York 12207. Items must contain the name and telephone number of the sender for verification purposes.

### SEPTEMBER

- 1—Onondaga County Local 834 general membership meeting for all county employees, 4:30 p.m., Onondaga County War Memorial, Syracuse.
- 10—Tax Local 690 and Insurance Local 660, 24th Annual Clamsteam, noon-9 P.M., Krause's Half-moon Beach, Halfmoon.
- 11—Lewis County Local 825 Annual Summer Outing, 1 p.m., VFW Hall, Lowville.
- 11—CSEA Local 605 SUNY Cortland annual picnic, 1-5 P.M., Song Mountain (off Route 81), Tully.
- 12-17—"Training of the Trainers" CSEA/AFSCME seminar for Region III members, officers and

stewards selected by the region, Friar Tuck Inn, Catskill.

19—CSEA/Cuomo Day at Playland, Rye, noon-6 p.m. Reservations by September 10.

24-26—1982 Mental Hygiene Presidents Workshop, Friar Tuck Inn, Catskill.

25—Region III School Forum for officers and members of school district units, 10:30 a.m., Westchester Local 860 office, 196 Maple Ave., White Plains.

25—Cortland County Local 812, general membership and retiree picnic, noon, Dwyer County Park, Little York.

# LABOR DAY '82



Support Labor's  
Friends in NOV.

## The indignity of unemployment must be ended

On this Labor Day 1982, the thoughts of American trade unionists who are lucky enough to have jobs are with their million fellow workers who have none.

For them, this is no holiday; it's another day of anxiety, of scanning the help-wanted ads, counting dwindling assets and adding up overdue bills.

Unemployment is more than an economic setback. Besides threatening workers with the loss of homes and possessions for which they have worked all their lives, it threatens to rob them of their authority in the home, their place in the community and their own self-respect.

Nothing does more to diminish a human being in his own eyes and in the eyes of his children and his neighbors, than to have no work to do, no contribution to make, to lack even the ability without help to put food on his own family table.

A government that deliberately subjects even one family, let alone 10.5 million, to that kind of indignity as a by-product of economic policy lacks all understanding of what government is for.

What America needs is a set of policies that take account of the fact that America is people, not financial institutions and artificial corporate entities.

It is the job of a Congress answerable to the people to correct the course of the Reagan administration. To inflict needless indignity on human beings is unforgivable.

Governments are created to protect people, not to humiliate them.

—Lane Kirkland  
AFL-CIO President



LABOR LEADERS Lane Kirkland, left, president of the AFL-CIO, and CSEA President William L. McGowan, stand tall together.

## Sharing the problems of all workers

Public employees today share most of the problems, hardships and frustrations of all workers in America. Labor Day for us is a symbol of all that we have achieved and all that is yet to be done.

—William L. McGowan  
CSEA President

Celebrate, America! This day of rest is well earned! It's you men and women of our work forces that set the wheels of this nation in motion. We have prospered and flourished tremendously through your devoted efforts month after month, year after year. By working as a team to get the job done, you have bettered the standards of American life. Today, we take the time to reflect upon the dignity and the privilege of productive labor. Tomorrow, we will return to our respective jobs with a renewed vigor. We welcome the challenge each day brings, as we're ever reminded of how essential each one of us is in the future development of our fine country. Let's work together with a sense of achievement!

## Push is on to elect labor allies in November

WASHINGTON — As Labor Day, 1982, rolls around, organized labor is gearing up for an all-out effort in the November 2 elections to try to stop and possibly reverse what is regarded as the ruinous policies of the Reagan Administration.

The focus for labor's "Solidarity Day II" will be on key Senate races and on the House of Representatives, where Democrats have a good chance of breaking the conservative coalition's control and winning a genuine majority.

It was the conservative coalition in Congress that gave President Reagan nearly all he asked for in 1981. The President held the Republicans in line and gained the support of more than 40 "Boll Weevil" Democrats, almost all of them conservative southerners.

What happened recalls an old gypsy curse, "May your wishes come true." Reagan got his wishes and more: the Kemp-Roth three-year tax cut; huge cuts in social programs; and a tight money policy to slow down the economy.

Reagan's corporate backers and wealthy friends got their wishes and more: \$750 billion in tax cuts over five years, virtual repeal of the corporate income tax and other business tax breaks.

Now the days of reckoning are here. The Reagan Recession which began in July 1981 has plunged the nation into the most serious crisis

since the 1930s. The huge tax giveaway deprived the government of vital revenue and kept interest rates high. Unemployment has broken postwar records. A third of the nation's factories stand idle. Housing is in a depression. Business bankruptcies are the highest since the early 1930s.

At mid-year, Reagan's economic policies were in disarray and his chief economists had resigned. Reagan seemed to be alone in stubbornly clinging to failed policies.

Looking at the sum of policies, AFL-CIO President Lane Kirkland called it "class warfare against the disadvantaged, against the poor, against the working people of America."

For its part, labor is trying to channel this discontent and the protest expressed on Solidarity Day I a year ago into a massive turnout on Election Day.

Labor Day will have its work cut out because the 1982 elections will be floating on an ocean of money. Republican groups are expected to spend about \$150 million and Democrats are expected to raise less than a fourth of that. Some say Democrats will be outspent, 10-1.

With the national issues of the Reagan Recession and mass unemployment favoring Democratic challengers, the 1982 elections could, however, spell deep trouble for the GOP. The early estimates were that the Democrats would gain anywhere from 15 to 30 seats.

It depends, however, on whether people vote.

# Small office still big problem for Middletown court employees

**'Only 22 feet  
by 9 feet'**

MIDDLETOWN — The five full-time and two part-time city court employees here have gotten a lot of sympathy but little action on a problem that's been plaguing them for a long time.

"For months, we've been complaining about work conditions," explained Shop Steward Frank Dendanto. "It's been reported in the press. It's been reported in *The Public Sector*. Everybody says they feel sorry for us but we're still stuck in an office that's only 22 feet by 9 feet."

Dendanto's fellow employees agree working conditions are intolerable, especially when court is in session. Indeed, after recently fixing the office telecopier, a repairman made the following notation on his invoice: "Very dirty and dusty environment."

Several months ago, it looked as if some steps were being taken to correct the myriad of problems (see story at right.) The Middletown Common Council, which is legally responsible for providing office space, allocated \$25,000 in 1983's capital budget to move the office downstairs to the basement of the building it currently shares with city police.

But it now appears the police chief will not give up the area, which Dendanto believes is inadequate and inaccessible anyway. He



**CONCERNED ABOUT CONDITIONS** — Shop Steward Frank Dendanto, left, and Judiciary Local 332 President Pat Nealon share concerns about poor work conditions at the Middletown City Court. They say no efforts have been made to change things.

also doubts the money would have been sufficient to convert the basement.

In the meantime, the workload increases. So far this year, 1,060 criminal cases have been filed; in 1981, a total of 1,500 were filed.

At the moment, employees are resigned and resentful, but still hanging in there, hoping for change. Judiciary Local 332 President Pat Nealon may have given up

on Administrative Judge Joseph Gagliardi of the 9th Judicial District ("obviously, he doesn't care"), but she is contacting Assemblyman Ray Kisor and Senator Richard Schermerhorn to seek their help.

Until help does come, it's more of the same for the city court employees. One worker summed it up this way: "It's downright disgusting."

## Trouble spots

Shop Steward Frank Dendanto compiled this list of trouble spots back in November. He reports that, nine months later, nothing has changed. Here is what he found:

- Inadequate space which makes for cramped, unsafe quarters;
- Insufficient soundproofing which comprises the confidentiality of business;
- Not enough storage facilities, which requires keeping records in a bathroom and in a damp, cluttered basement which can only be reached via the police locker room;
- Lack of appropriate security facilities;
- Inadequate ventilation;
- Lack of space to accommodate people summoned to court, to jury duty or to witness proceedings;
- Inadequate bathroom facilities for employees and no facilities for public;
- Locating of two employees in judge's chambers, which also serve as a multi-purpose room they must vacate when needed for other purposes such as jury deliberations, attorney/client conferences, holding room for youthful offenders;
- Inadequate fire prevention measures and exit procedures;
- Lack of private work space for chief clerk;
- Dangerous system of transporting prisoners, which requires them to be taken into chambers through a door which opens next to sitting judge;
- Understaffing.

## Westchester EAP 'program of year'

WHITE PLAINS — "Award-winning" can now be used to describe the Employee Assistance Program (EAP) of Westchester County.

The Association of Labor-Management Administrators and Consultants on Alcoholism (ALMACA), which has 2,000 Employee Assistance Programs in its eastern region, announced that Westchester won the "1982 Program of the Year" award.

The citation reads: "The Eastern Region of ALMACA is pleased to honor the Employee Assistance Program of the County of Westchester as the 1982 Program of the Year for outstanding counseling and help services to county employees and their families. This unique Employee Assistance Program which focuses primarily on alcohol and drug abuse meets the highest standards of occupational programming and serves as a model to other programs striving in these times of economic retrenchment."

Frank McKay, the county's first, and only EAP director, called the award "a surprise." Said he: "We knew we were nominated but the competition was heavy from the private sector, including many of the giants of industry, so we were especially pleased to be singled out."

The EAP's record has been impressive. Since 1976, it has helped approximately 1,500 people and had a success rate of 73 percent. A breakdown of the types of problems encountered reveals: alcohol/drugs, 46 percent; job related, 18 percent; psychological, 11 percent; family related, 9 percent; financial, 7 percent; "other," 4 percent, and marital, 1 percent.



**"WE GOT IT GOING BUT YOU DID IT,"** is what Westchester County Executive Alfred DelBello told EAP Director Frank McKay upon seeing the "1982 Program of the Year" plaque. Sharing the proud

moment were, from left, DelBello, CSEA County Unit President Jack Whalen, McKay, and Personnel Officer Hartley Barclay.

McKay attributes his success to the "100 percent we get from both labor and management, supervisors and shop stewards." He has 20 volunteer coordinators working in a 450-mile radius to serve 7,700 county employees, 5,579 of whom belong to CSEA.

"EAP is a confidential program," McKay stressed. "All contacts are treated confidentially and are not reflected in the personnel record of the employee."

CSEA county Unit President Jack Whalen, hear-

ing of the award, commented: "This is a program initially supported by former presidents Mike Morella and Ray O'Connor and following that tradition I, too, support it fully."

Meanwhile, the county's director of labor relations, Mike Wittenberg, added that while support for EAP makes sense from a management perspective he, too, feels along with the union "an obligation to employees to help them be productive members of society."

# The highway man and his music

## From Steuben County to Nashville, Terry Miller earns kudos as country-western guitarist

BATH — As highway department worker Terry Miller drives his 10-ton Brockway dump truck along Steuben County's roads and byways, it's very likely that a melody from a country-western tune flows through his mind.

Miller, who takes an active role as a steward in CSEA Steuben County Local 851, is also quite an accomplished country-western musician, most notably as a steel guitar player.

He's also filled the role of record producer, and has performed with some of country music's best, right in the capitol of country music, Nashville, Tenn.

"I've loved country music since I was a kid," said the easy-going Miller recently, as he placed a pinch of non-smoking tobacco between his cheek and gums. "I started out on the Dobro guitar, which is the non-electric forerunner of the electronically amplified steel guitar."

Locally, between his duties as a county employee, union steward and local and unit nominating committee member, Miller finds time to perform with his quartet, Wine Country, at area clubs on weekends.

As the earthy, melodic twang of the steel guitar flows into "I Love You Because," or "Spanish Eyes," one is immediately struck by the obvious talent of Miller and his fellow quartet members, including CSEA member and bassist Gordon "Louie" Keyes, who works for the Steuben County Gas and Electric Co.

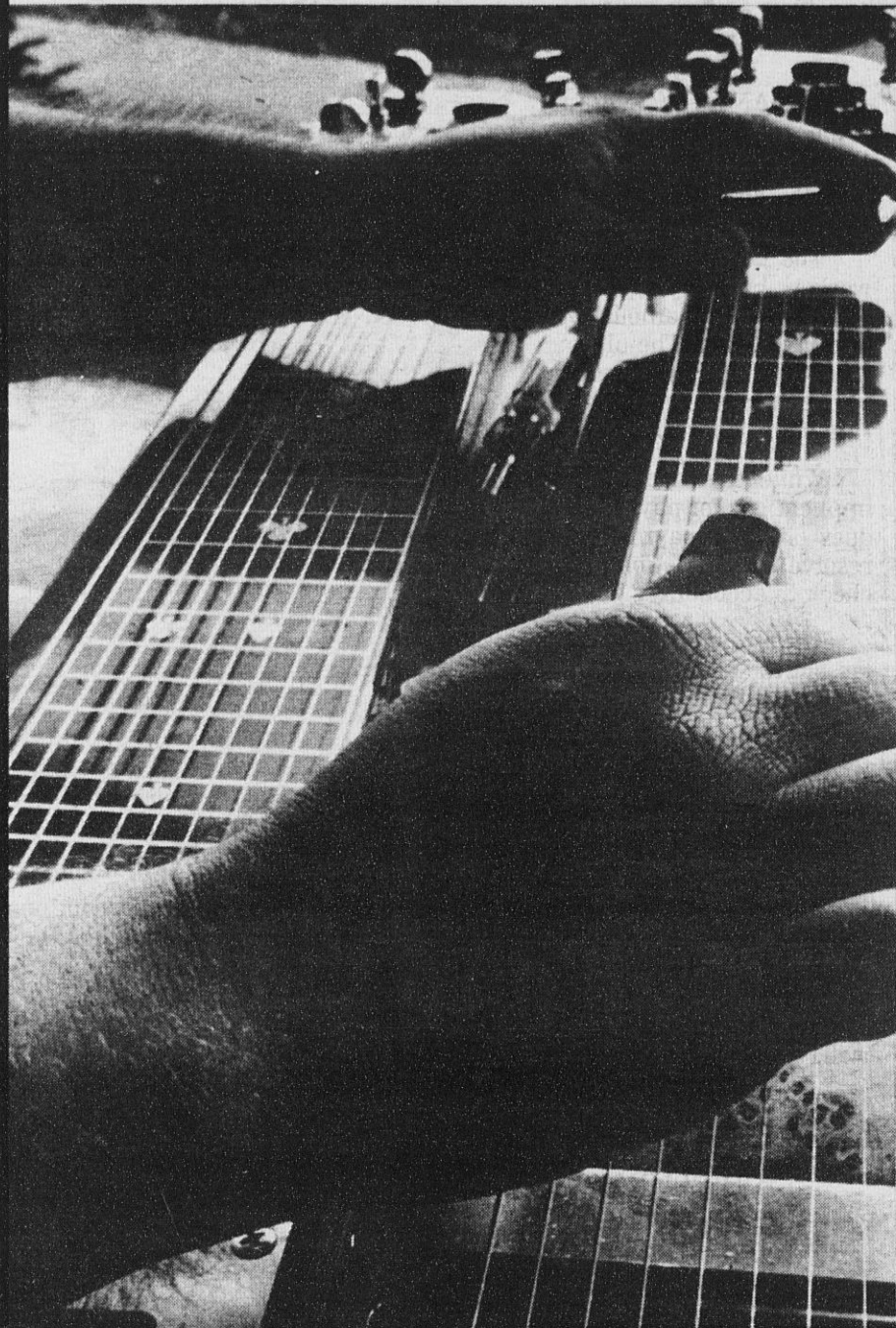
The aptly-named "Wine Country" — Bath is in the heart of the state's wine-producing region — is completed by brother Jay Miller on lead guitar, Rich Davis on drums and Lisa Van Cise on vocals.

Miller's 20-string steel guitar resembles a small keyboard with its foot pedals and electronic connections, and one can readily understand why the CSEA member has been able to play with such country music luminaries as Loretta Lynn, Kitty Wells and others.

He's also performed at the venerable "Grand Ole Opry" in Nashville as well as produced record albums for local musicians and a couple of his own.

"As much as I love the music, it's just not practical for me as a main occupation," said Miller, who has worked in Steuben County for five years. "It's more enjoyable as a sideline."

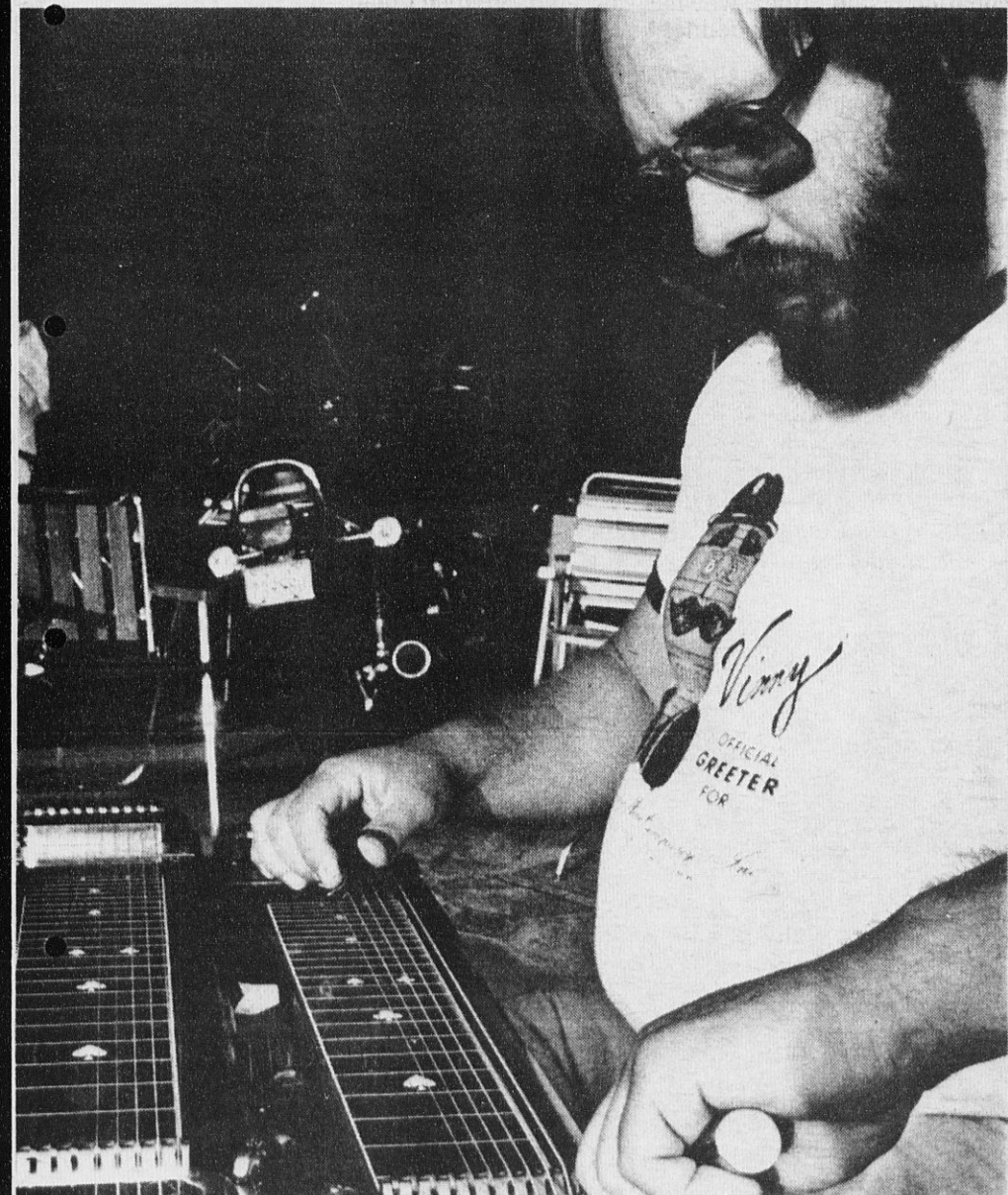
On the CSEA front, the guitarist said he is concerned about getting more of his fellow county employees active in the union. "It's important that we remember our strength is our unity, staying together and staying active," he said. "We can't just wait until our next contract is due to show our participation. It's needed every day."



**COUNTRY QUARTET** — Members of the group Wine Country are featured in photo at right. They are, from left to right, Gordon "Louie" Keyes, a CSEA member; Rich Davis; Jay Miller; and CSEA member Terry Miller . . . above, the hands of Terry Miller on steel guitar.



**ON THE ROAD** — Terry Miller is perched on his dump truck, which he drives along Steuben County roads when not performing with his country music group.



**ON STEEL GUITAR** — Terry Miller is pictured at his steel guitar, which resembles a small keyboard.

## Lag payroll to begin in November; some facts you should know

ALBANY — CSEA's new contract with the State of New York for some 107,000 state workers in the Administrative, Institutional and Operational bargaining units provides for a "lag payroll" to help offset layoffs, but when the lag begins in November, some payroll deductions will be changed as a result.

The concept of the lag is to defer one entire paycheck for state workers by delaying 10 consecutive paychecks by one working day per pay period. The amount of the check is the same; it's just one day later per pay period. The ultimate effect is to defer one paycheck due in this fiscal year until an employee separates from state service. The employee would then receive that deferred paycheck, but at the employee's salary rate upon separation.

While that may be complicated enough, the lag will also have implications for payroll deductions since deductions for insurance, union dues or other payments cannot be deferred. Plans are under way to resolve the deduction problem by modifying the deduction amount per check to account for the lag.

The total deductions during the lag period will not be increased by the lag but the amount of deduction per paycheck will increase temporarily during the lag period to account for the longer than normal pay periods.

In the case of insurance deductions made by the state, for example, normal deductions per pay check will be temporarily increased by about 10 percent to account for the fewer number of deductions during the lag period. Similarly, union dues deductions will go up temporarily (from \$4.60 bi-weekly to \$5.06 bi-weekly) to account for the longer pay periods.

As far as deductions for federal and state taxes are concerned, no changes should result. Taxes are withheld from paychecks based on the amount of the paycheck and the individual's exemption status as filed with the employer. Since the amount of salary during the lag period will remain the same, the amount of taxes withheld will remain constant as well.

The lag period will begin in mid-November and continue through April of 1983. The schedule is as follows:

### JUDICIARY AND ADMINISTRATIVE PAYROLL

If lag begins with 17th payroll period which ends on November 17, 1982, pay dates will be as follows:

	Pay Dates	No. of Days Since Last Payday
(Thurs.)	Nov. 18, 1982	15
(Fri.)	Dec. 3, 1982	15
(Mon.)	Dec. 20, 1982	17
(Tues.)	Jan. 4, 1983	15
(Weds.)	Jan. 19, 1983	15
(Thurs.)	Feb. 3, 1983	15
(Fri.)	Feb. 18, 1983	15
(Mon.)	March 7, 1983	17
(Tues.)	March 22, 1983	15
(Weds.)	April 6, 1983	15

End of lag with normal paydays resuming on every other Wednesday (bi-weekly).

### INSTITUTIONAL PAYROLL

If lag begins with 17th payroll period which ends on November 24, 1982, pay dates will be as follows:

	Pay Dates	No. of Days Since Last Payday
(Fri.)	Nov. 26, 1982	15
(Mon.)	Dec. 13, 1982	17
(Tues.)	Dec. 28, 1982	15
(Weds.)	Jan. 12, 1983	15
(Thurs.)	Jan. 27, 1983	15
(Fri.)	Feb. 11, 1983	15
(Mon.)	Feb. 28, 1983	17
(Tues.)	March 15, 1983	15
(Weds.)	March 30, 1983	15
(Thurs.)	April 14, 1983	15

End of lag with normal paydays resuming on every other Thursday (bi-weekly).





**CROWD FOR CUOMO** — Everyone from CSEA members to public officials turned out for the Cuomo fund raiser in Buffalo recently.

## RALLY DRAWS 2,000

**BUFFALO** — A two-day campaign swing through Buffalo and Western New York by gubernatorial candidate Mario Cuomo last week was highlighted by a CSEA-supported rally at Buffalo's historic Central Terminal.

"With your continued support and votes, we can win this Democratic nomination on Sept. 23, and go on to take the full election in November," Lt. Gov. Cuomo told 2,000 cheering supporters who attended the rally in his honor, produced by CSEA Region VI in conjunction with the "Friends of Mario Cuomo."

"The great CSEA family and the many others who have joined to make this a really grassroots campaign are the real strengths that will carry us through," he said in thanking CSEA President William L. McGowan and Region VI Political Action Co-chairman Dominic Savarino.

The inspiring theme song from the "Rocky" films filled the hall, which was festooned with "CSEA Loves Cuomo" signs and banners saying "Your vote counts," as the CSEA-endorsed candidate left the speaker's podium to mingle and shake the many outstretched hands that greeted him.

CSEA members, senior citizens, public officials, labor leaders and hundreds of everyday people formed the receptive throng of Cuomo supporters.

The rally was just one element of the ongoing CSEA effort to secure the Democratic gubernatorial nomination for Cuomo, according to Dominic Savarino.

"We've got phone banks going in the region office urging people to vote for Cuomo in the primary, and we have volunteers working on the many details needed to keep a campaign going," Savarino said.

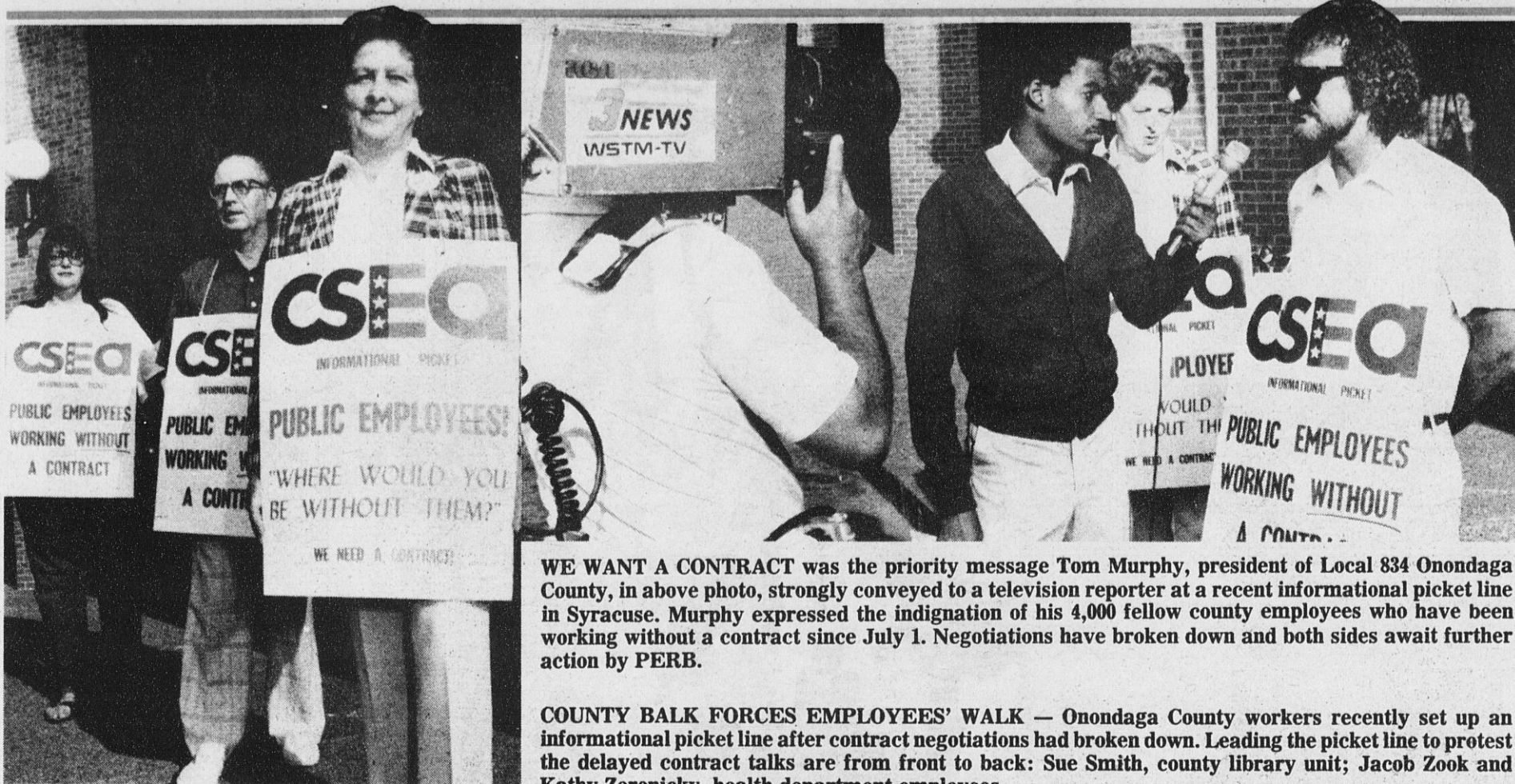
"But we need even more volunteers who can donate a couple of hours a week to see that our man gets elected. I hope anyone who can will call the region office to volunteer."



**UNION SUPPORT** — Candidate Mario Cuomo, CSEA's choice for governor, is flanked by CSEA President William L. McGowan, left, and Region VI President Robert L. Lattimer during last week's rally.



**A BOOST FROM BUFFALO** — Buffalo Local 003 President Patricia Pflieger shakes hands with Mario Cuomo.



**WE WANT A CONTRACT** was the priority message Tom Murphy, president of Local 834 Onondaga County, in above photo, strongly conveyed to a television reporter at a recent informational picket line in Syracuse. Murphy expressed the indignation of his 4,000 fellow county employees who have been working without a contract since July 1. Negotiations have broken down and both sides await further action by PERB.

**COUNTY BALK FORCES EMPLOYEES' WALK** — Onondaga County workers recently set up an informational picket line after contract negotiations had broken down. Leading the picket line to protest the delayed contract talks are from front to back: Sue Smith, county library unit; Jacob Zook and Kathy Zeronicky, health department employees.

# Onondaga stalling tactics fuel protest

**'They left us no alternative,' says local pres. Thomas Murphy**

SYRACUSE — The patience of Onondaga County employees is wearing thin and it is beginning to show.

Following numerous negotiating sessions, and two months without a contract, county employees have taken bolder action in the form of an informational picket line at county offices in Syracuse.

Tom Murphy, president of CSEA Local 834, which represents nearly 4,000 Onondaga County employees, said the county "left us no alternative" when it continued stalling tactics during negotiations.

"We have been working without a contract since July 1, while continuing to bargain in good faith according to the Taylor Law, but the county negotiator persists in using needless delays to prolong negotiations," Murphy said.

Roger Kane, chief CSEA negotiator, reportedly has submitted a written response to the proposal by the PERB mediator, and plans to request a fact finder be assigned to the contract talks now stalemated.

Kane cited the county's refusal to "make a firm salary offer" as the main reason for the breakdown in talks. Other key issues involve differences over seniority rights, number of pay days in a year, and insurance benefits.

While awaiting for a response from PERB, Local 834 officials have called for an emergency membership meeting September 1, at 4:30 p.m., at the Onondaga County War Memorial, to explain the situation and plan the next course of action by the union.

All CSEA county employees are urged to attend the important meeting.

# MARIO CUOMO

**Vote for Mario Cuomo in the September 23 Democratic Primary.**

Give your support when CSEA political activists call on you to help. Find out more about the election and tell your friends. And you can help by reaching into your pocket. It's not going to be easy to fight off the Koch mega-bucks campaign, but if everyone gives something, we can defeat the opposition and send Mario Cuomo to the Governor's office.

New York public employees will be able to breathe a lot easier with an experienced, compassionate man in the chief executive's office.

We need Mario Cuomo. Now.



Civil Service Employees Association  
LOCAL 1000, AFSCME, AFL-CIO

Send to: **Friends of Mario Cuomo**  
**P.O. Box 7285 Capitol Station**  
**Albany, New York 12224**

Yes, I want to help Mario Cuomo.

Contact me to work on the Campaign.

Name

Address

Use my check for the Campaign.

Enclosed is \$

**Make checks payable to:**

**Friends of Mario Cuomo**

# CUOMO VS. KOCH

**A distinct  
separation  
of positions  
on key issues**



**PUBLIC DEBATES**, such as one above held in New York City, have helped dramatize differences in opinions of Lt. Governor Mario Cuomo, right, and Mayor Ed Koch, left.

The choice between the two rivals for the Democratic nomination for Governor of New York State is, indeed, abundantly clear. Lt. Gov. Mario Cuomo, the CSEA-endorsed candidate, and New York City Mayor Ed Koch have startlingly opposite views on a wide range of issues of tremendous importance to New Yorkers in general and public employees in particular. Following are the publicly-stated positions of Cuomo and Koch on a selected number of key campaign issues.

ISSUE	CUOMO	KOCH	ISSUE	CUOMO	KOCH
<ul style="list-style-type: none"> <li>● <b>TIER III REFORM</b> Modify to eliminate Social Security "offset"</li> </ul>	FOR	AGAINST	<ul style="list-style-type: none"> <li>● <b>MANDATORY RETIREMENT</b> Amend rules to force employees to retire at a certain age regardless of ability to serve</li> </ul>	AGAINST	FOR
<ul style="list-style-type: none"> <li>● <b>TAYLOR LAW REFORM</b> Provocation as a mitigating factor in strike penalties</li> </ul>	FOR	AGAINST	<ul style="list-style-type: none"> <li>● <b>RIGHT-TO-KNOW LAW</b> Notification to public employees handling hazardous materials of dangers</li> </ul>	SUPPORTED	OPPOSED
<ul style="list-style-type: none"> <li>● <b>CIVIL SERVICE "REFORM"</b> Broaden "rule of three, provide for involuntary transfer, enlarge management / confidential class</li> </ul>	AGAINST	FOR	<ul style="list-style-type: none"> <li>● <b>CSEA-STATE CONTRACTS</b> Legislation to finance the contract settlement between CSEA and the State of New York</li> </ul>	SUPPORTED	OPPOSED
<ul style="list-style-type: none"> <li>● <b>PUBLIC EMPLOYEE OSHA</b> Extend federal occupational safety protection to public employees</li> </ul>	SUPPORTED	OPPOSED	<ul style="list-style-type: none"> <li>● <b>SUB-MINIMUM WAGE</b> Lower than minimum wage salaries for young workers in certain jobs.</li> </ul>	AGAINST	FOR

## VOTE FOR MARIO CUOMO

The choice between Cuomo and Koch is as clear to me as the difference between the late President Kennedy and the current President Reagan. On the one hand you have old-fashioned democratic principles. On the other you have a political opportunist who feeds on the fear of the middle-class while enriching the wealthy and ignoring the disadvantaged.

As a public employee, you should remember that it was Ed Koch who led the fight to stop reform of the ludicrous Tier III retirement system. It was Ed Koch who introduced 26 bills in the legislature that would gut civil service protections and stiffen the Taylor Law.

And it was Ed Koch who stood on the bridges of New York to criticize transit workers after contributing to the cause of their strike.

Mario Cuomo, in stark contrast, is a true advocate for public employees. He is an able and gifted lieutenant governor and was an enlightened secretary of state who treated state workers with dignity and respect. A New York City resident and political leader, he is also an articulate and experienced defender of the needs of the rest of this state.

—Excerpts from column by CSEA President William L. McGowan, August 13, 1982