

# the Public SECTOR

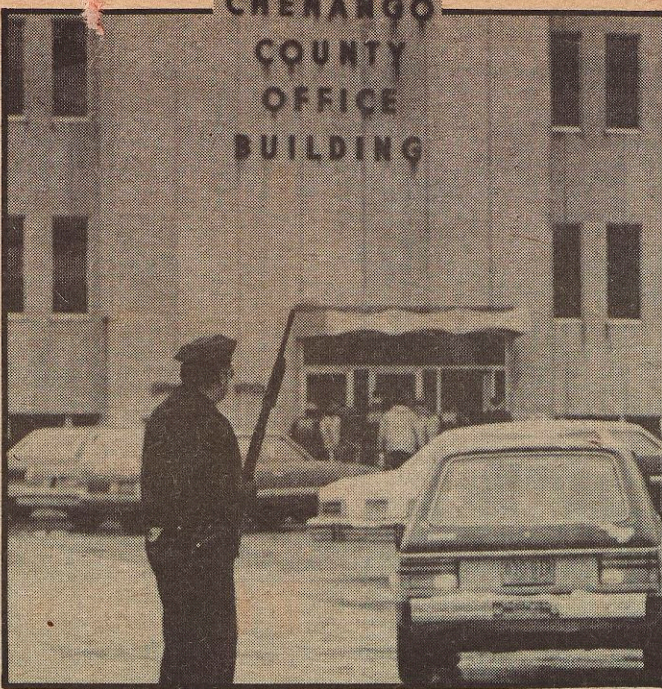
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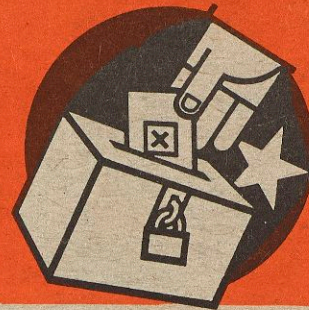


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in Chenango County,  
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## UNION BATTLES LAYOFFS

### 'Once again, public employees the scapegoat,' charges McGowan

ALBANY — Headlines in an Albany newspaper labeled May 5, 1983, the state's "D-Day" — the day employee layoffs became a reality.

But for CSEA President William L. McGowan, the infamous date was more akin to Pearl Harbor Day. Some 1,300 state employees were laid off, with more scheduled to lose their jobs later in May, even though nearly double the expected number of employees had signed up for early retirement.

"We endorsed Mario Cuomo for governor because we believed in him," an angered CSEA President William L. McGowan said. "We listened to his words and we believed them. But those words sound hollow to us now and to the thousands of state employees who are being laid off."

In January, the new governor rejected a call for the state to renegotiate contracts with public employee unions, saying: "We have a tendency to scapegoat unions. It's not fair."

President McGowan cited the governor's words adding: "Once again, public employees are being made the scapegoats, and it's no fairer now than the governor thought it was five months ago."

In his January State of the State address, the governor noted: "Over the past decade, public employees have been called on time and time again to sacrifice in the name of fiscal stability . . . Public employee unions were called upon to

make major contract concessions long before similar actions were taken in the private sector."

"The governor knew last winter that public employees had made their sacrifices, had done more than their share to bail the state out of its economic problems," President McGowan said. "Now just a few months later, he seems to have forgotten those understanding words and is tell-

ing thousands of workers that they have to make the toughest economic sacrifice of all — loss of their jobs!

"In January, he made all those nice speeches about everyone in the state being members of his 'family.' But it didn't take him long to disinherit a lot of us," the union leader said.

"The governor's fine rhetoric won't pay our members' bills. What they want are their jobs!"

### GOV'S FIGURES DON'T ADD UP

ALBANY — "The governor's determination to follow through with unnecessary layoffs of state employees this month just doesn't add up," according to CSEA President William L. McGowan, who blamed the May 5 layoff of 1,300 state workers on "Mario Math."

"The arithmetic was supposed to be simple, but evidently the governor couldn't handle it," McGowan said. "To the extent that the layoff of state employees has been a numbers game, the state is flunking arithmetic."

"The only layoff number that makes sense now is ZERO!" the union president insisted.

It should have been simple arithmetic. The state based its budget calculations on 4,200 workers opting for early retirement. The understanding was clear: if more than 4,200

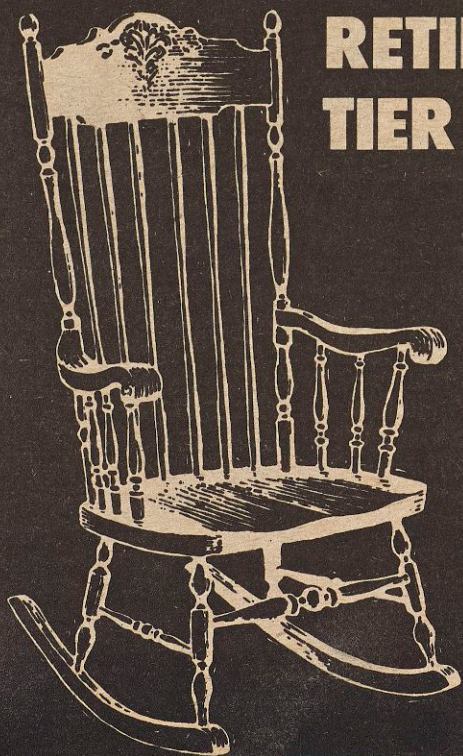
workers retired, the need for layoffs would be reduced accordingly.

Subtract 4,200 from the 7,200 who signed up for early retirement, and you get 3,000.

"So why are 1,300 people getting laid off now and another 2,000 by the end of the month?" President McGowan questioned. "Where did the governor learn his math? It's a question we've been putting to state officials, and we're not getting acceptable answers."

"State officials have been publicly admitting that down the road the 'numbers will work out.' They're assuring everyone that most of the people being laid off will be back at work before you can say 'lag payroll.'"

(Continued on Page 5)



### RETIRE TIER III . . .

### FULL-SCALE LOBBYING EFFORT UNDERWAY

ALBANY — CSEA's number one legislative priority will be triggered into action this week, as the union's Political Action Liaisons (PALS) embark on an extensive lobbying campaign to repeal the controversial Tier III retirement system.

As the Public Sector was going to press, more than 200 PALS were joining forces with the state's other key labor unions, members of the Public Employee Conference (PEC), in an all-out effort to eliminate the grossly unjust Tier III pension system.

"The key to this lobbying effort is that all the members of PEC, including CSEA, will be repeatedly appealing to the legislators in their district offices — where their opinion really counts," noted Bernard Ryan, CSEA's political action director.

"After eight or 10 visits from such unions as CSEA, the Teamsters, the New York State United Teachers, to name a few, we're hoping the horrendous unfairness of Tier III will finally be recognized," Ryan added.

The Tier III system, technically known as the Coordinated Escalator (CO-ESC) plan, has been the subject of heated controversy since its inception in 1976. The plan is scheduled to expire on June 30 of this year.

Yet only until this past year has the state Legislature taken a second look at such snafus as the plan's Social Security offset and the 3 per cent contribution factor.

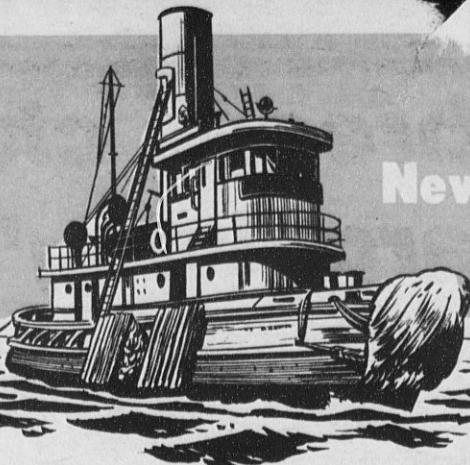
PALS will be concentrating on these two factors when they lobby their senators and assembly representatives, Ryan said. These

(Continued on Page 3)

# On the barge canal

# New DOT head 'sympathetic' to plight of canal worker

Stories by  
Gwenn M. Bellcourt  
Assistant Editor



ALBANY — Newly-appointed Department of Transportation (DOT) Commissioner James L. Larocca said he is "sympathetic to the concerns" of the 164 full-time employees of the state barge canal slated for layoffs under Gov. Mario M. Cuomo's proposed Executive Budget.

At his senate confirmation hearing last week, Larocca, formerly the state's energy commissioner, was asked only one question: "What is the commissioner's posi-

tion on the barge canal?"

Larocca responded by noting the layoffs are largely a budgetary matter. His verbatim reply: "The barge canal was especially hard hit in the budget cycle this time. To the extent I've been able to examine it the canal will be able to operate with some reduction in the recreational hours in certain of the locks, but the principal concern that this group has is that a number of positions were converted from permanent to seasonal employees and I

am sympathetic to the concerns they have. I'm not sure that all of that sympathy can be converted to remedy all of the consequences of this budget we just went through."

The layoffs reflect a 35% reduction in the New York State Barge Canal maintenance workforce, a 'cost-effective' measure which CSEA says could ultimately pull the plug on the 158-year-old canal system.

"Most of this equipment is sixty

to seventy years old, and requires constant attention during the winter months," says Joan Tobin, president of Local 687 and a DOT representative on the union's Board of Directors.

"To lay off these workers in December when the canal officially closes and rehire them as 'seasonal' the following May amounts to nothing more than planned obsolescence," says Tobin, who has been meeting with state DOT officials since the layoff measure was announced.

## Senators issue protest over Canal maintenance layoffs

ALBANY — A bi-partisan group of senators whose home districts adjoin the state barge canal have issued a formal letter of protest to State Transportation Commissioner James Larocca objecting to cutbacks in canal maintenance personnel.

The group, led by Senator Hugh T. Farley (R-44 Dist.), expressed deep concern over the future of the canal if 164 full-time maintenance workers are converted to seasonal employees.

The basis for their arguments stem from testimony presented before a 1978 Senate Subcommittee on Inland Ports and Waterways. Farley, who chaired the subcommittee, said the testimony indicated that the physical collapse of the canal is likely before the end of the decade. Layoffs would hasten this deterioration.

In the letter dated May 4, Farley cited a handful of reasons why the canal should be maintained on a year-round schedule. An excerpt from the letter follows:

"Thousands of citizens benefit from recreational boating and use of canal lands for recreation. Several communities depend on the canal for their water supply. Flood control aspects of the canal save millions of dollars in possible spring flood damages.

"Farm operations are dependent on the canal for irrigation. You (Larocca) are especially aware of the potential for hydro-electric power generation. And, exciting new developments in coal transportation may place the canal in a strategic position.

"Even the relatively low level of commercial traffic today includes delivery of fuel to the Air Force base in Rome, underscoring the canal's significant national defense role."

The senators, listed below, urged Larocca to join with them in a request for federal assistance. They also offered other alternatives such as the use of dedicated funds and a system of charge-backs of maintenance costs to specific beneficiaries.

### Senators take a stand

- |  |                                      |
|--|--------------------------------------|
| Hugh T. Farley<br>(R-44 Dist.)         | H. Douglas Barclay<br>(R-46 Dist.)   |
| Joseph L. Bruno<br>(R-43 Dist.)        | John B. Daly<br>(R-61 Dist.)         |
| Martin S. Auer<br>(R-48 Dist.)         | Walter J. Floss, Jr.<br>(R-60 Dist.) |
| James J. Donovan<br>(R-47 Dist.)       | Norman J. Levy<br>(R-8 Dist.)        |
| L. Paul Kohoe<br>(R-53 Dist.)          | Howard C. Nolan, Jr.<br>(D-42 Dist.) |
| Tarky J. Lombardi, Jr.<br>(R-49 Dist.) | L.S. Riford<br>(R-50 Dist.)          |
| John D. Perry<br>(D-54 Dist.)          | Ronald B. Stafford<br>(R-45 Dist.)   |
| William T. Smith, II<br>(R-52 Dist.)   | Dale M. Volker<br>(R-59 Dist.)       |
| William Steinfeldt<br>(R-55 Dist.)     |                                      |



SENATOR HUGH T. FARLEY... spearheading protest over layoff of 164 maintenance workers on the state Barge Canal.

**THE EASTER SPIRIT** — Roswell Park Memorial Institute Local 303 members held a benefit sale this past Easter to help support the Institute's financially-strapped day care center. The sale, which netted nearly \$400, included gifts handcrafted by Local 303 Secretary Pauline Buczkowski, far left. Accepting the donation is Day Care Center Director Carol Hoffman. Pictured at right are Local President Art Cousineau and Local Vice President Kathy Gruber.



# No contract breeds charges of 'confrontation bargaining' in Wayne Co.

LYONS — Wayne County Personnel Officer Peter Pirnie has been engaging in "confrontation bargaining," Harm Swits, CSEA collective bargaining specialist, has charged.

"We've been without a contract since Dec. 31," says Swits, "and instead of fostering an agreement, Pirnie has been stonewalling, engaging in confrontation bargaining by making bizarre demands which would strip 550 employees of their basic rights to a decent wage and a secure job."

Examples of what Swits calls the county's "bizarre demands" include:

- requiring employees who are out sick to produce a doctor's certificate if a check of their home is unanswered;
- eliminating seniority protection;
- eliminating grievance procedures;
- eliminating job protection for 200 non-competitive class employees;
- eliminating overtime provisions for approximately 100 clerical employees working in the downtown complex;

- eliminating paid lunch at the infirmary even though employees are locked in, that is, cannot leave the premises;
  - eliminating disciplinary procedures;
  - eliminating double-time provision when employees have to work such legal holidays as Christmas, New Year's, Thanksgiving, etc.;
  - eliminating shift differential;
  - eliminating binding arbitration for classified competitive class employees;
  - requiring CSEA pay for any time employees spend on union business such as negotiations;
  - requiring CSEA pay administrative fees for dues deduction; and
  - allowing employees to be fired if they are late for work twice.
- Swits also complained that Pirnie "doesn't have any respect for working men and women," and he expressed disappointment in the county's elected officials "because they are either unaware or unconcerned about the well-being of their employees."

## Donahue calls for ambulance corps

GARDEN CITY — Warning that Nassau County was facing an "approaching crisis" in emergency ambulance medical treatment, Jerry Donahue, president of Local 830, has called for the creation of a county-wide ambulance corps staffed by paid professional civilian employees to replace the present system which relies heavily on volunteers.

Donahue's appeal to county leaders came on the heels of a disclosure by Nassau County voluntary fire departments that they are experiencing shortages of volunteers for ambulance services.

The shortages which the fire departments said could lead to deterioration of the county's emergency services in June stem from a squabble between the fire departments and the State and county over certification requirements.

"The people of Nassau deserve a fully-trained, professional service to respond quickly in life-threatening situations," Donahue told reporters from Newsday.

The county's emergency ambulance services is staffed by 57 volunteer fire departments while

Nassau police operate 17 ambulances staffed by 90 CSEA and police personnel are certified advanced emergency medical technicians — AEMTS. Both the fire department volunteers and the police ambulances respond to about 30,000 yearly calls each.

Ken Zwierling, president of the emergency medical technician unit of Local 830, said CSEA wanted the county ambulances doubled to 34 and staffed with civilian technicians as the front-line services. Volunteer teams could provide back-up, he said.

## Local 860 grievance rep. dismissed

ALBANY — CSEA's Judicial Board has removed a grievance representative from office in the Cayuga County Unit of Local 806, for conduct detrimental to the best interests of CSEA.

In a four-page decision the Board removed grievance representative Jean Longo from that elective office on the complaint of Unit President Michael Piscioti.

The Board found Longo did not attend scheduled union meetings or post notices as directed, contributing to a lack of information among union members in the unit she represented. Longo also failed to appear at a Judicial Board hearing on the complaint.

In its decision, the Board noted, "A (Grievance) Representative, while not a Constitutional Officer, is nevertheless one of the most important Union positions . . . it is very important that the Representative be available to members and be dedicated to fulfilling the obligation of that office."

The Judicial Board is established pursuant to the Constitution and By-Laws of CSEA. It exists for the sole purpose of hearing allegations and investigating complaints concerning alleged violations of the union's Constitution and By-Laws, and enforcing the union's rules by appropriate action.

## CSEAP update

ALBANY — Betty Kurtik, coordinator of the Clerical and Secretarial Employee Advancement Program (CSEAP), reports that there has been an enthusiastic response to career-advancement courses sponsored for employees of the state Administrative Services Unit.

Course listings were published in previous editions of *The Public Sector*. The only change is that a class in the "New York State Merit System" will now be offered in CSEA's Western Region VI.

It is scheduled on Wednesday, June 15, and Thursday, June 16, from 5:30 to 6:30 p.m. at Capen Hall, SUNY/Buffalo.

Inquiries should be directed to: Betty Kurtik, CSEAP Coordinator, Suite 2008, Twin Towers, 99 Washington Ave., Albany, N.Y. 12210. Telephone number is (518) 473-0667.

## The appeal to repeal Tier III: 'This is the year'

(Continued from Page 1)

legislators must realize that Tier III is "a pension system which won't produce any pension at all," he said, adding that the PALS are well-briefed on the intricacies of the plan.

"I don't expect the legislators to end up being retirement experts," Ryan said. "What the PALS are doing is taking this highly complex system and boiling it down to the simple facts: Tier III is a retirement plan which is unfair and unworkable."

After visiting their legislators, PALS will be required to fill out a "lobby report form" which will indicate whether the legislator supports the elimination of Tier III. Would he or she sponsor such legislation? Vote for it on the floor? In conference?

Answers to these questions are crucial to the lobbying effort. Filed in the union's political action office, these reports will also be reviewed when the legislator runs for re-election and looks to CSEA for grassroots support.

The rest of the membership can make a major impact on the effort to repeal Tier III by writing a brief postcard or note to Assembly Speaker Stanley Fink, Senate Majority Leader Warren Anderson and Governor Mario Cuomo (their addresses appear at right).

"The home district lobbying campaign has to be followed up with personal letters from the general membership. That way, we can cover all bases," said Ryan.

"It is of the utmost importance that all CSEA members get involved. Elected officials are very sensitive to public opinion, and the more feedback they receive on a bill or an issue, the better off we are in winning their support," Ryan noted.

Is a Tier III compromise inevitable? "Like the CO-ESC plan was passed in the waning hours of the 1976 legislative session, a compromise bill will probably go the same route," Ryan predicted.

"This is the year," Ryan urged, "but if and only if we give it our all."

## How members can get involved

Personal letters are a key part of the campaign to retire Tier III. You can make a difference by writing a note to Assembly Speaker Fink, Senate Majority Leader Anderson and the governor — Their addresses:

Governor Mario Cuomo  
Governor's Office  
Executive Chamber  
Capitol Building  
Albany, NY 12224

Warren M. Anderson  
Senate Majority Leader  
Room 330  
Capitol Building  
Albany, NY 12224

Stanley Fink  
Assembly Speaker  
Room 932  
Legislative Office Building  
Albany, NY 12224

# Public Sector

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Address changes should be sent to Civil Service Employees Association, The Public Sector, 33 Elk Street, Albany, New York 12224.



"THIS HERE'S M' NEW DEPPITY. HE'S GONNA HELP GUARD THE BANK!"

## COPING with LAYOFFS

### How to make direct payments

ALBANY — If you are a CSEA member who is separated from employment, then you can still continue to participate in CSEA-sponsored insurance by arranging to pay premiums directly to the insurance carrier.

CSEA, through Jardine Ter Bush & Powell, provides Basic Group Life Insurance (Code 305), Supplemental Life Insurance (Code 306) and an Accident and Sickness Plan (Code 307).

The first step for any laid-off employee who wishes to continue the supplemental insurance is to apply to the union for dues-free membership. (See accompanying article.)

Once the dues-free membership is approved by CSEA, Jardine Ter Bush & Powell will be notified. Insurance premiums will be billed directly and once payment is made, you will be put on a direct billing system and receive quarterly statements for up to one year.

Meanwhile, anyone who is laid off and who participates in the CSEA MasterPlan (Homeowners and Automobile Insurance) should contact Jardine Ter Bush & Powell at this special toll-free number — 1-800-462-2636 — and arrange to make direct payments to the Travelers Insurance Co. The direct number is 1-518-381-1590. Participants in the Family Protection Plan, as well as supplemental life insurance and accident and health/disability programs, may contact Jardine Ter Bush & Powell toll-free at 1-800-342-6272. The direct number is 1-518-381-1567.

Questions regarding the Basic Group Life Insurance Plan should be directed to CSEA's Insurance Department in Albany.

### You may be eligible for dues-free membership

ALBANY — A year's dues-free membership is available to any CSEA member who is laid off and placed on a Civil Service Preferred List.

Applications, available at CSEA Headquarters or any of the six regional offices, require the signature of the employee's personnel officer to verify layoff status.

Once completed, the forms should be returned promptly to: CSEA, 33 Elk St., Albany, N.Y. 12224.

Dues free membership expires if an employee is returned to the payroll.

### How to continue EBF coverage if you are on a Preferred List

ALBANY — State employees who currently receive benefits under the CSEA Employee Benefit Fund may continue coverage if they are laid off and placed on a Civil Service Preferred List.

It should be noted that dues free membership does not entitle a person to EBF benefits. Instead, you have the option of making direct payments to the CSEA Employee Benefit Fund to maintain (for up to one year) participation in dental, optical and prescription drug plans.

Anyone interested in the option should fill out the following form and return it to: CSEA Employee Benefit Fund, 14 Corporate Woods Blvd., Albany, N.Y. 12211.

The EBF will notify you of the cost of coverage, which must include all three plans.

As an employee currently covered by the CSEA Employee Benefit Fund, I hereby request an application for direct-pay coverage while off the payroll.

NAME \_\_\_\_\_  
 ADDRESS \_\_\_\_\_  
 CITY \_\_\_\_\_  
 SOC. SEC. NO. \_\_\_\_\_  
 STATE \_\_\_\_\_ ZIP \_\_\_\_\_

Mail to: CSEA Employee Benefit Fund  
 14 Corporate Woods Blvd.  
 Albany, NY 12211

(Do not send payment at this time)

## Firing, rehiring scheme costly to town

HUNTINGTON — It could be called the \$7,468 solution. It was the award made to John Cody after this Suffolk County town abolished his job and then rehired him 10 weeks later but at a lower title and lesser salary. At the same time, his job duties remained the same and therein lies the story of this arbitration award and victory for CSEA's legal assistance program.

Cody, who begins this story as a code enforcement officer (grade 21), spent nearly six months as a town investigator (grade 15) until he was returned to the grade 21 position. Initially, the town tried to prevent the grievance on a technicality, but once that failed, a hearing was held and the union had an opportunity to present its case.

CSEA's success was based on Article 29 of the collective bargaining agreement which stipulates that when a new job is created, "the Employer shall assign it into the appropriate grade in relation to other jobs in the schedule." Union witnesses proved to Arbitrator Philip J. Ruffo that the grievant's duties as town investigator were "substantially the same" as under his former position of code enforcement officer. Moreover, the arbitrator noted that such evidence was "uncontradicted" and he explained, "the town's failure to produce as witnesses certain town officials with personal knowledge of the grievant's duties as a code enforcement officer and town investigator requires that the strongest inference be drawn that the testimony of such officials would have been contrary to the town's position."

# Village of Goshen ratifies 2-year contract



**PERUSING PACT** — Members of the Goshen Village unit of Orange County look over copies of the new contract distributed by Field Representative Diane Campion, right. Kneeling are negotiating committee members Cliff Price and Mike Nuzzolese, who is also unit president.

**GOSHEN** — Increases of 7.5 percent each of the agreement's two years highlight the contract ratified by the Goshen Village Board and members of this unit in Orange County.

The first pay raise is retroactive to June 1, with the second increase to come on the same date this year. Both hikes are in addition to increments where due.

There will be longevity payments of \$300 for 10, 15, and 20 years of service, with an added \$200 at 30 years. Workers will get four hours call-back pay instead of

two. There are increases in the vacation and uniform allowances, and more foul weather gear will now be provided. There have also been improvements made in the grievance procedure.

Field Representative Diane Campion credits the work of the negotiating committee, chaired by Mike Nuzzolese, with members Cliff Price and Jack Cassidy, for bringing about a contract which she says "provides a number of good benefits to the hard working members of this unit."

## Negotiator of the Year

**FISHKILL** — Joseph O'Connor, a field representative for Region III for more than 12 years, has been named "Negotiator of the Year" by the CSEA Employee Benefit Fund.

"The award is given each year to the field representative or collective bargaining specialist who has done the most for EBF," said Thomas Linden, assistant director of the Fund.

O'Connor brought six groups into the Fund's coverage in 1982. "He's one of the best in the business," says Linden. "He puts everything into every negotiating session. The people who have Joe O'Connor as their field rep know they have a hard worker on their side who really cares for the people he represents. He always puts EBF on the table for discussion, and usually gets the Fund included in the contract. He's easily done the most for us in the past year."

This is the third year the award has been made available to the some 70 to 80 negotiators for CSEA throughout the state. Each year it has been won by someone in Region III. The 1980 and 1981 awards were presented to Collective Bargaining Specialist Ron Mazzola, currently acting Executive Director of Region II.

O'Connor was presented with the 1982 Award at the Region III Board of Directors meeting April 5.



**RECEIVES HONOR** — Field Representative Joseph O'Connor holds plaque honoring him as CSEA's "Negotiator of the Year." With him are Region III President Raymond J. O'Connor, left, and Employee Benefit Fund Assistant Director Thomas Linden.

## Gov's figures don't add up

(Continued from Page 1)

"Then why are they being laid off at all? Why create the major workforce disruptions and the severe morale and productivity problems? Why subject hundreds of hard-working men and women to personal trauma and economic uncertainty?"

In an Albany press conference, President McGowan accused the state of reneging on its promises and had a special word for those CSEA members and other state employees who have signed up for early retirement.

"If you decided to take early retirement thinking you would help save a co-worker from being laid off, then think again carefully about your decision before your retirement becomes final," he urged. "Retirement is an important decision,

and you should make sure that your individual circumstances make this right for you."

CSEA officials charged that the entire process of budget formulation, layoff threat and early retirement push had been mismanaged and poorly timed by the State.

President McGowan has demanded that the governor immediately cancel further planned layoffs and immediately rehire those cut from the workforce May 5.

"I'm sick of all this talk about numbers and final figures and bottom lines," the angry union leader insisted. "The real bottom line is people, men and women who want to work and who know that the state has work to be done. Men and women who resent being victims of Mario's Math."

## Have you been given three weeks notice?

In the chaos and confusion of on-again/off-again layoffs, pink slips and rescinded pink slips, there have been reports that some laid-off employees are not being given the required three weeks' notice. If this has happened to you, your union wants to know. Contact your CSEA Regional Office immediately.

Long Island Region I.....	516/273-2280
Metropolitan Region II.....	212/587-8200
Southern Region III.....	914/896-8180
Capital Region IV.....	518/489-5424
Central Region V.....	315/451-6330
Western Region VI.....	716/634-3540



**MEMBERS OF THE NEGOTIATING COMMITTEE** in the Hendrick Hudson School District in Westchester County participate in the formal contract signing between the district and its CSEA Unit at the Union Hotel in Peekskill recently. Seated, from left are Edmund Burchman, Board of Education Committee member; Charles Eible, Superintendent of Schools; Daniel Horan, Board President; and Cleo Cuevos, CSEA Unit President. Standing, from left, are William McNally, chief negotiator for the Board of Education; Florence McQuade, Stenographer/Secretary; Barbara Begany, CSEA Committee member; Dr. Virginia Rederer, School Board Committee member; and CSEA Collective Bargaining Specialist Ron Mazola. The three-year contract calls for pay raises of eight percent the first year, seven percent the second, and eight percent the third year.

## County Workshop program announced

ALBANY — New seminars, a variety of workshops, guests speakers, more than a dozen information tables, a legislative update and a PEOPLE-THON fund-raising run will be among highlights of the Irving Flaumenbaum Memorial County Workshop June 8-10 at Kutshers Country Club, Monticello.

Seminars set for Wednesday include "Saving School Food Service Programs," presented by the Non-Teaching School Employees Committee, and "How Games are Played: The Impact of Reagan's Cuts in Human Services Programs," sponsored by the Social Services Committee. In addition, Karen Burstein, chairwoman of the State Consumer Protection Board, will present a seminar on "Energy and the Consumer."

Six workshops will be conducted Thursday morning and repeated in the afternoon. They range from "Safety in the Workplace" and "Preparation

for Negotiations" to "Building Membership Strength."

Workshop participants can stretch their legs by participating in the Fun Run, organized to raise funds for PEOPLE (Public Employees Organized for Political and Legislative Equality). Contributions to the AFSCME political action fund will be used in the 1984 Congressional campaigns.

Social finale of the workshop will be a masquerade party, with prizes awarded for costumes in several categories.

Workshop business will conclude Friday with a general business meeting, legislative update, and a report by the Local Government Contract Task Force.

CSEA Director of Field Services Paul Burch urged county delegates to preregister for the annual event by May 20. Hotel reservations should be made directly with Kutshers no later than May 27.

# RUN

in the Second Annual  
CSEA COUNTY WORKSHOP

# PEOPLE Fun Run



## A run for their money

ALBANY — CSEA's County Division Delegates attending this year's County Workshop at Kutsher's Country Club in Kiamesha Lake, will have the chance to show their speed as part of another P.E.O.P.L.E. Run.

PEOPLE, or Public Employees Organized to Promote Legislative Equality, is the CSEA/AFSCME fund raising organization to help union members have a voice in the federal election process.

Unlike New York State elections in which members' dues may be used to assist in political activities, federal election laws require separate fund raising efforts. PEOPLE is how AFSCME and CSEA raise funds to participate in the federal election process, so vital to public employee interests.

One of the most popular PEOPLE fund raising efforts is the PEOPLE Run, a foot race in which participants get pledges from other union members to raise money for PEOPLE.

This year's one and a half mile run will be held at the County Workshop at Kutsher's on June 9. Each participant must collect \$25 in pledges to run. All participants will receive a PEOPLE T-shirt and be eligible for awards.

The entry form for this year's race is reprinted below.

### PEOPLE Fun Run REGISTRATION FORM

CSEA, Local 1000, AFSCME, AFL-CIO

Name \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

ENTRY PLEDGES COLLECTED      Check \$ \_\_\_\_\_      Cash \$ \_\_\_\_\_

In consideration of this entry being accepted, I, for myself, my heirs, executors, administrators, waive, release and forever discharge any and all rights and claims for damages which I may have against the sponsors of this race, their officers, agents, representatives, employees and associates.

► Signature \_\_\_\_\_ Date \_\_\_\_\_

If runner is under age 18, parent/guardian must sign below:

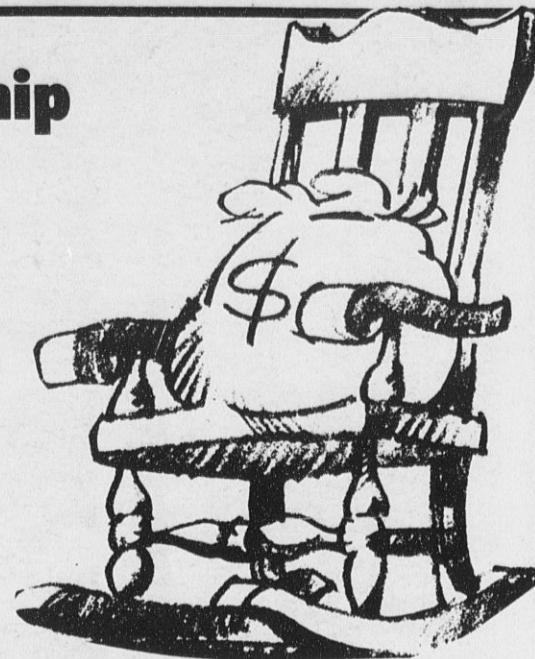
Signature \_\_\_\_\_ Date \_\_\_\_\_

Local/Unit Name & Number \_\_\_\_\_

CIVIL SERVICE EMPLOYEES ASSOCIATION, LOCAL 1000, American Federation of State, County and Municipal Employees, AFL-CIO

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## CSEA retiree membership tremendous bargain; protect your future through retiree power



ALBANY — Retired public employees can protect their futures for just \$4.50 — the cost for a limited time 6-month membership in a CSEA retiree's local.

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For additional information, contact the

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<b>MAIL ADDRESS:</b>			
Street and Number	City	State	Zip Code
<b>OFFICIAL DATE OF RETIREMENT:</b>			
<b>LAST EMPLOYED BY:</b> (Check one and specify name)	<input type="checkbox"/> COUNTY <input type="checkbox"/> CITY <input type="checkbox"/> TOWN	<input type="checkbox"/> VILLAGE <input type="checkbox"/> DISTRICT <input type="checkbox"/> STATE	(Specify above name of governmental unit checked)
<b>DEPARTMENT, DIVISION, or INSTITUTION OF ABOVE GOVERNMENTAL UNIT:</b>			
<input type="checkbox"/> RETIRED MEMBERSHIP DUES: \$4.50			
<b>Signature of Applicant:</b>			

**APPLICATION FOR RETIREE MEMBERSHIP**  
THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.  
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(street)

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I am employed by \_\_\_\_\_

Work Address \_\_\_\_\_

**Info Center on  
preferred lists  
opened to help  
layoff victims**

ALBANY — The Department of Civil Service has set up a Preferred List Information Center for state employees facing layoffs. Counselors will be available 8 a.m. to 6 p.m. to answer telephone questions.

The phone number is (518) 457-2973.

The Center, in Room 119 in Building 1 of the State Office Building Campus in Albany, will also provide information on a walk-in basis from 8:30 a.m. to 4:45 p.m. daily.

# (518) 457-2973

# Union helping locals, units gear up for elections

ALBANY — Because only members in good standing are eligible to vote in CSEA elections, the union's staff and computers have been hard at work helping locals and units get ready for spring elections.

"But time is running short and election chairperson notifications as well as requests from locals and units are lagging," says Computer Services Director Dave Sparks. "Elections can't be conducted without membership lists for voter verification purposes, yet we know that many of the locals and units haven't as yet followed all the necessary procedures."

Sparks urged local and unit election committee chairpersons to take another look at the CSEA Election Procedures Manual and submit the necessary notifications and requests.

"By May 1, we sent eligible voter membership lists to all local and unit election chairpersons of record at CSEA Headquarters," Sparks noted.

"The problem arises because not all locals and units have followed the election procedures and sent us the necessary notification by completing election form 'A.'"

Sparks added that locals or units conducting mail ballot elections or who may be in need of other computer-generated membership voter eligibility items to assist them in conducting elections should have the election chairperson submit Form C.1, "Data Processing Special Request Form," contained in the Election Procedures Manual. CSEA's Computer Services Department will furnish these requested items at cost.

"In addition, some candidates may wish to avail themselves of some of our services such as lists or labels of voting members in their jurisdictions," Sparks said. Information on such special services may be obtained by calling CSEA Headquarters at (518) 434-0191, extension 451.

## CSEA disciplinary case leads to landmark decision

HUDSON — Legal history has been made in Columbia County. Unsubstantiated hearsay will no longer support a guilty determination of misconduct or incompetency in a Section 75 (disciplinary) proceeding.

The precedent-making decision, handed down by the Appellate Division of state Supreme Court, sets aside a decision against Mabel Eppler, a nurse's aide at the Pine Haven Nursing Home. She was dismissed by the county after a hearing officer said she used "inappropriate physical contact with a female patient ... causing injury to the patient's left thumb."

But after reviewing the evidence, the court found "the record reveals that not one witness was present at the time of the alleged incident and that all of the testimony of each witness concerning the incident was based on pure hearsay."

Moreover, the alleged victim was not called to testify, where her medical record revealed, in part, that she suffered "from mental disorders diagnosed as senile depression ... hallucinations of being gassed by unknown persons and paranoid ideations, false accusations of abuse by facility employees, resistance when being dressed including tearing of clothing, attempting suicide, and throwing food trays on the floor."

Meanwhile, the hearing officer was taken to task for having "improperly interjected himself by soliciting 'improperly opinion testimony from witnesses as to 'how the injury could have been incurred.' " And, the court noted, "against this factual background of the patient's medical history and conduct, the hearing officer and respondent (Columbia County) chose to accept as substantial evidence of guilt the hearsay testimony of employees based solely on the accusation of the patient."

At the same time, the hearing officer rejected Eppler's explanation that the patient injured herself while ripping her dress, even though it was found ripped at the time the injury was discovered. Accordingly, all charges against Eppler were dismissed because they were "contrary to the evidence in the record, unsupported by substantial evidence, and arbitrary and capricious."

Eppler was ordered reinstated and awarded back pay.

CSEA Attorney William Wallens, who handled the case through the union's Legal Assistance Program, describes the decision as "significant" because "purely unbuttressed hearsay evidence will not support a determination of incompetency or misconduct." Furthermore, the Appellate Division also determined that the 30-day suspension contained in Section 75 means calendar, and not working days.

## New EAP agreement signed

ALBANY — Labor/management agreements creating a comprehensive Employee Assistance Program (EAP) for all state employees were signed May 3.

The occasion marked an expansion and a new collaborative effort for the program, which arranges help for employees with difficulties involving family, finances, alcoholism, substance abuse, emotions, gambling or the law.

Joining in the consolidated system are the Governor's Office of Employee Relations, CSEA, Council 82 of AFSCME, the Public Employees Federation and United University Professions.

"CSEA has a deep commitment to EAP and is proud to have pioneered in making this kind of help available to New York's public employees," noted CSEA President William L. McGowan.

"In an era of computer jargon, robot assembly lines, megabucks and megabudgets, and increasing tendency to talk in numbers, EAP recognizes that we're still people — human beings with human problems. There is tremendous satisfaction in knowing we can give individuals this kind of help in times of trouble."

The consolidated statewide system makes help available in several ways:

—Local volunteer coordinators provide co-workers with referral to sources of assistance.

—Ten professional EAP representatives will coordinate the local EAP volunteers, conduct training and increase awareness of the program, as well as provide referral services to state employees.

## EAP helps cushion harsh realities of layoffs

ALBANY — Layoffs, workforce disruptions and uncertainty over who does or doesn't have a job — these factors are creating stress, anxiety and lots of unanswered questions for state employees.

Many of them are looking for answers through the Employee Assistance Program (EAP).

"People are coming to us looking for help, and we're doing the best we can to assist them," explained James Murphy, CSEA's director for the EAP program.

"I don't mean to suggest that we're suddenly seeing severe emotional problems or an increase in drinking or drug abuse, although those risks are inherent in this kind of stressful situation. Most of the questions we're getting now are very pragmatic ones."

Local volunteer EAP coordinators have been

The regional EAP representatives will be based at Hauppauge State Office Building on Long Island; 10 Centre Street in New York City; Stewart Air Force Base in Newburgh; Twin Towers Office Building in Albany; the Department of Transportation at the State Campus in Albany and in Poughkeepsie and Rochester; and in the State Office Building in Syracuse, Utica and Buffalo.

Under development is a listing of approved sources of assessment and referral across the state, from which individuals will be able to arrange for help directly.

A labor/management advisory board will oversee the consolidated program. Represented on the board will be representatives of CSEA and the other public employee unions, GOER, the Department of Correctional Services, Office of Mental Health, Department of Transportation, and State University of New York.

"This is an example of an issue where labor and management are on the same 'side,' both in favor of help for those who need it," commented GOER Director Thomas F. Hartnett. "EAP has a clear benefit to taxpayers as well, in terms of increasing productivity by helping solve an individual's problems."

An extra benefit for CSEA is that county, school district and political subdivision personnel may participate in training programs held for state EAP coordinators and committee chairpersons.

making referrals to such services as unemployment benefits, financial counseling and food stamps. They've referred some individuals to the Women, Infants and Children (WIC) nutrition program, and in other instances they've suggested sources of help with resumes and job-hunting skills.

"Some people who are re-assessing their job skills and career plans and are thinking about going back to college have contacted EAP to ask about sources of scholarships or other financial assistance.

"Layoffs can be traumatic and frightening, and create a wide range of problems and needs, not all of which are economic," Murphy concluded. "Many programs and services are available to help people get through this, and EAP is designed to help people connect with those services."

## Central Region names conference for late exec. VP

LIVERPOOL — CSEA Central Region V has officially named its annual summer meeting the Thomas H. McDonough Summer Conference in honor of the late CSEA executive vice president. The region's officers made the unanimous recommendation at its last board meeting.

This summer's conference is scheduled for June 17-19 in Lake Placid. Gerald W. McEntee, president of the American Federation of State, Count and Municipal Employees (AFSCME), has been invited to be the keynote speaker.



59¢

Full time, year-round female employees earn on the average only 59 percent of what men earn. This gap has not decreased despite passage of the Equal Pay Act and the Civil Rights Act almost 20 years ago. In fact, it is wider now than in 1955; then it was 64 percent.

## Pay equity is the major issue in the battle for equal rights; workplace is the battleground

'A dozen roses, a box of candy or lunch at a fancy restaurant isn't enough anymore...'

WASHINGTON — "The battleground for equal rights in the 1980s is the workplace, and the major issue is pay equity," according to the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO. AFSCME represents public employees nationwide. Out of its million members, 400,000 are women.

In a report entitled, "Breaking the Pattern of Injustice: AFSCME's Blueprint for Pay Equity," AFSCME says "no issue is more critical to the economic well being of women — and clerical workers especially — than pay equity." The union released the report during National Secretaries Week, which began April 25, "to emphasize the extent to which clerical workers typically bear the brunt of pay discrimination in this country." The report lists several examples of clerical workers who are paid less than workers in male-dominated jobs that rank equal or lower in skill, effort and responsibility.

"A dozen roses, a box of candy or lunch at a

fancy restaurant isn't enough anymore for working women," said Cathy Collette, coordinator of women's activities for AFSCME.

"Breaking the Pattern of Injustice" outlines AFSCME's strategy to achieve pay equity through collective bargaining, litigation, pay equity studies and education.

"There remains a great deal of misunderstanding on pay equity," Collette said. "Pay equity does not mean 'equal work for equal work.' It does mean equal pay for work requiring comparable skill, effort and responsibility." Pay equity is also called comparable worth.

In congressional testimony last September, AFSCME's president, Gerald W. McEntee, said there's been too much debate and not enough action on pay equity. At a Senate-House hearing, he said AFSCME, which instigated the nation's first pay equity study 10 years ago, is the only institution with an active litigation program to achieve pay equity.

"We have to take pay equity cases not only to the bargaining table, but also to the Equal Employment Opportunity Commission and to court," Collette said. "Sex discrimination is not simply unjust, it is illegal." The Supreme Court, in a 1981 decision in the case of *County of Washington v. Gunther*, ruled that discrimination is illegal even when the jobs in question are not identical.

"It's not enough to compare the salaries for men and women doing the same job, because for the most part, men and women do different kinds of work," Collette said. "Women tend to be segregated into jobs deemed 'women's work,' and the pay for those jobs tends to be artificially low." Clerical work is typical of "women's" occupations that tend to be underpaid relative to jobs traditionally held by men — jobs such as janitor, groundskeeper or parking attendant.

Women tend to remain stuck in lower paying jobs, too. According to the AFSCME report, in the City of Philadelphia, women make up 100 percent of the computer room technicians but none of the assistant computer room managers, and two-thirds of the food service workers but none of the food service managers. "In cases such as these you can see that pattern of injustice that AFSCME is trying to break," Collette said.

According to the report, AFSCME intends to increase its efforts to bargain for pay equity during contract talks and to file more charges and lawsuits. Recently it was announced that an AFSCME lawsuit against the State of Washington — the first pay equity case of its kind — will be heard August 29.

The union also plans to increase efforts to educate the public — and its own membership — on pay equity. The union will hold a series of women's conferences beginning this fall.

"We can't meet our goal overnight," Collette said. "It's taken a long time to achieve the system of sex discrimination under which we work. But AFSCME will do everything in its power to continue the battle until it's won, because there is nothing more basic to the dignity of all workers than pay equity."



THE REPORT  
IN DETAIL

59¢

# BREAKING THE PATTERN OF INJUSTICE

"Pay disparities of this sort are not a result of swings in supply and demand. They are based on discrimination, which has been instituted so systematically that by now, it is the system. But just as methodically the system can be changed."

—AFSCME President  
Gerald W. McEntee

# AFSCME'S BLUEPRINT FOR PAY EQUITY

## PAY EQUITY — THE ISSUE

The Equal Pay Act requiring that men and women get paid equally for doing the same or substantially similar work has not affected the earnings gap because, for the most part, men and women do different kinds of jobs.

The majority of women still work in only a few occupational categories. Over half of all women workers are employed in only twenty of 427 occupations listed by the Census Bureau. These are jobs such as secretary, typist, bookkeeper, nurse, seamstress and teacher — jobs in which women have traditionally worked and which have become identified as "women's jobs."

Because these jobs traditionally are held by women, employers have kept the pay for them low in comparison with male-dominated jobs that, while different, require about the same or less skill, effort, and responsibility. Job evaluation studies have been used to compare the skill, effort and responsibility required in dissimilar jobs.

Pay equity thus involves a re-examination of how women's work is compensated. The combination of a sex-segregated work force and low pay for "women's jobs" is evidence of sex-based discrimination in compensation. That is not only unfair, it is illegal under Title VII of the 1964 Civil Rights Act.

In a landmark decision in *County of Washington v. Gunther*, the U.S. Supreme Court ruled in 1981 that Title VII's prohibition against discrimination in compensation is broader than the Equal Pay Act and prohibits discrimination even when the jobs are not identical.

Armed with the *Gunther* decision, AFSCME has been stepping up its attack on pay discrimination through collective bargaining and litigation. AFSCME has also been successful in getting legislation enacted to fund pay equity studies or to require that pay equity be included in the wage-setting process. Where public employers have ignored the issue, AFSCME has done its own pay discrimination studies, which are then used as the basis of either contract demands or litigation. These approaches are not mutually exclusive, but have been used together in a number of instances.

Following is a detailed report of AFSCME's efforts to date.

## COLLECTIVE BARGAINING

**San Jose** — In July of 1981, AFSCME Local 101, representing city workers in San Jose, California, went on strike for nine days over the issue of pay equity. This historic strike was the culmination of a four-year effort. The union first bargained for and obtained an agreement by the city to pay for a study to investigate whether there was internal equity in the city's pay system. The city and the union also agreed that implementation of the results of the study would be negotiable.

An employee committee evaluated the jobs under the direction of the outside consultant. The consultant's report showed a pattern that is consistent with that of every other pay equity study of public sector work forces in which AFSCME has participated. The San Jose work force was heavily sex-segregated — that is, in most occupational classifications 70 percent or more of the incumbents were of the same sex — and the female-dominated jobs paid on the average 18 percent less than male-dominated jobs of equal value. For example, "typist clerk I," a female job, received the same number of job evaluation points as "custodian," a male job. The salary for custodians, however, was \$90 per month more than the salary for typist clerk I. Similarly, the female-dominated job of principal clerk received 201 job evaluation points but was paid \$290 per month less than the male-dominated job of painter which was valued at only 178 points.

Despite the fact that San Jose had a woman mayor and a female majority of the city council,

the city and the union reached impasse over the pay equity issue after six months of negotiations. As a further effort to address illegal discrimination, AFSCME filed sex discrimination charges with the Equal Employment Opportunity Commission (EEOC) for failure to correct the discrimination shown in the study.

The nine-day strike was settled when the city agreed to provide \$1.5 million for pay equity adjustments of 5 to 15 percent over the two-year contract for over 60 female-dominated job classifications. These increases were in addition to the 15½ percent pay raise negotiated for all bargaining-unit members.

The San Jose strike focused national attention on the issue of pay equity.

**Hennepin County** San Jose, however, was not AFSCME's first success in addressing underpayment of women's jobs at the bargaining table. Eligibility technicians in Hennepin County, Minnesota, received upgrades after a study they had done in 1979 showed that their job was underpaid and that the county had ignored the recommendations of their own job evaluation study that this job and other female-dominated jobs be upgraded.

**Los Angeles** — In September of 1980, AFSCME Local 3090, representing 3,000 clerical workers in the City of Los Angeles, negotiated a contract which provided inequity adjustments of 1 to 8½ percent for 12 clerical classifications in addition to the general increase — the higher of \$1,000 or 10 percent. The general increase was itself higher than the 9 percent increase won by other city unions that year.

The agreement also stipulated that clerical workers who operated or supervised the operation of video display terminals and word processing equipment would receive bonuses of 5 to 13.75 percent above their base pay.

The 1981 agreement maintained the bonus system and extended it to other job categories in the clerical unit.

Also in 1981, AFSCME was able to negotiate sizeable inequity adjustments for the city's librarians.

The fight for equitable pay for women workers in the City of Los Angeles is not over. In July of 1981, AFSCME filed EEOC charges against the city. The union charged that the city maintains sex-segregated job classifications, that women are unrepresented in the city's work force and that the city is violating the law by maintaining large pay disparities between traditionally male and female jobs given similar point ratings under a study it commissioned.

AFSCME is currently in negotiations with the city to make further progress in correcting the wage discrimination.

**New York State** — CSEA/AFSCME Local 1000, representing 100,000 New York State employees, has negotiated \$500,000 to do a pay equity study. The study will examine both sex- and race-based wage differentials. It will also include an economic forecast for the State of New York, so that the parties can plan for orderly implementation of the results. It will be one of the first comprehensive studies to use male jobs to predict comparable wages for female jobs. By examining jobs held primarily by white males, which should not be affected by discrimination, the study will determine what value the state has placed on certain job characteristics for male jobs. Then the study will evaluate jobs held primarily by females and minorities using this same value system.

**Illinois** — In the State of Illinois, Council 31 was able to obtain a pay increase through arbitration for word processing equipment operators. The state evaluated the job and decided it should be raised one grade. The union felt that was insufficient and hired its own job evaluation specialist, who compared the job to a variety of other jobs and determined that it was still undervalued. The arbitrator in a 1981 ruling agreed with the union's expert and as a result about 300 word processing equipment operators received about \$1,000 more



**STATEWIDE CSEA Secretary Irene Carr, Week, said the major issue facing working women was "pay equity" which she described as, "equal pay for work of comparable value."**

than they would have received had the state's position been upheld.

**Minnesota** — In the State of Minnesota, a new law, passed in 1982 with strong AFSCME support, requires that a part of the funds appropriated for salary adjustments for state employees be used to correct pay disparities for female-dominated jobs. The law was enacted after a study by the Minnesota Council on the Status of Women — of which AFSCME is represented — formed a task force in October of 1981 to review the state's employment and pay practices as they affect women. The study reviewed a job evaluation study that clearly showed that female-dominated jobs paid less than comparable male-dominated jobs. For example, the clerk stenographer II's, 99.7 percent of whom are women, had about the same number of job evaluation points as laborer II's, all of whom are men. Clerk stenographer II's received \$1171 per month and laborer II's \$1521 per month. Similarly, a senior groundskeeper earns more than a licensed practical nurse, although the LPN job received a higher number of job evaluation points.

AFSCME Council 6, representing Minnesota State employees, will be insisting, during their upcoming negotiations, that the new law will be implemented.

**Connecticut** — In their first AFSCME contract, in 1982, clerical workers in Connecticut negotiated a \$2.1 million fund for inequity adjustments, in addition to the across-the-board increase. The union also filed sex discrimination charges against the state and has been actively participating in a comprehensive study of all state classifications. Each year AFSCME lobbies in the state legislature to ensure that funds are appropriated for the study.

**Portland** — AFSCME-represented clerical workers in the City of Portland, Oregon, received an extra ½ percent pay increase on top of the general increase in their 1983 contract. The Local is now supporting a bill in the City Council that would fund a comprehensive pay equity study. This study would provide the basis for future inequity adjustments.

AFSCME has pay equity proposals on the negotiating table in a number of jurisdictions throughout the country. But AFSCME has found that although the problems of a sex-segregated work force and low pay for women workers are universal in the public sector, many public employers are not willing to change these practices. Where this is the case, AFSCME has not

hesitated to take legal action against such employers.

## LEGAL ACTION

AFSCME is the only organization with an active litigation program on the issue of pay equity. AFSCME has pending charges and lawsuits against seven public employers: the States of Washington, Hawaii, Wisconsin and Connecticut and the Cities of Los Angeles, Chicago and Philadelphia.

The charges and lawsuits include not only pay equity charges, but other kinds of sex discrimination charges including discriminatory testing and promotion practices, equal-pay-for-equal-work violations and discrimination in hiring and assignment.

Following are some examples of what AFSCME has uncovered in the course of pursuing this litigation.

AFSCME has a key case pending in federal district court against the *State of Washington*. In 1973, AFSCME persuaded then-Governor Evans to commission a study to determine whether pay inequities existed between men and women working in state government.

That first pay equity study, completed in 1974, showed gross inequities between male-dominated and female-dominated jobs requiring the same skill, effort and responsibility. There was, for example, a 35 percent difference between the average pay for men's jobs and women's jobs that both had 450 job evaluation points. At the 150-point level the differences was 28 percent.

Parking checkers and library technicians should be getting the same salary based on the study results, but the library technicians were 8 salary grades below the parking checkers. Female laundry operators were paid 17 pay grades below farm equipment operators, although the survey indicated that the laundry operators should earn more than the farm equipment operators.

The study was updated and the results reconfirmed in 1976, 1979 and 1980. Yet the State's executive and legislative branches have refused to correct these discriminatory practices and comply with the recommendations of their own Personnel Board.

Because state employees in Washington cannot under state law negotiate wages, and the state refused to voluntarily correct this discrimination, AFSCME filed sex discrimination charges with the

EEOC and on July 20, 1982, a multimillion dollar lawsuit was filed in federal district court. The case — the first of its kind — will be heard August 29, 1983.

In April 1982, AFSCME filed EEOC charges against the *State of Wisconsin* on behalf of 14 female and 4 male plaintiffs, and class action charges on behalf of more than 30,000 Wisconsin State employees.

In 1978, the State had hired a consultant to do a job evaluation of state clerical workers. Although the study was biased, it still showed wage discrimination against predominantly female clerical employees. Yet changes in the pay system instituted by the state following the study did nothing to remedy the discrimination.

In addition, AFSCME's own study revealed examples of blatant wage discrimination in job classifications involving closely related duties or similar levels of experience. For example, annual salaries for male bakers are \$1800 more than those of female cooks and annual salaries of male upholsterers are \$2300 more than those of female seamstresses.

AFSCME is trying to get the new administration in the state to address the issues raised in these charges before proceeding with a lawsuit.

In 1980 the *City of Philadelphia* agreed to discuss pay equity with AFSCME Council 33. The City provided the union with data about its pay and classification system, which was analyzed by AFSCME staff. The AFSCME report revealed that the City of Philadelphia maintains the most rigidly sex-segregated work force of any the union has encountered.

Seventy-five percent of all job classifications are filled exclusively by men or exclusively by women and over 90 percent of the classifications have 70 percent or more of the incumbents of the same sex.

About one-fourth of the female employees — compared with less than 3 percent of the male employees — are in the lowest four pay grades. On the other hand, only 4 percent of the women but one-quarter of the men are employed in the 10 highest pay ranges.

There are numerous specific examples of underpayment of women's jobs — practical nurse II's earn less than wall washer II's and automotive painters; braille typists earn less than laborers and museum attendants; keypunch supervisors earn less than store supervisors.

The city reviewed the report, but refused to make any corrections. In October of 1982 AFSCME filed EEOC sex discrimination charges against the city.

In January 1983, AFSCME filed EEOC charges against the *City of Chicago*. In addition to segregating the work force and underpaying women's jobs, the city has been pursuing a discriminatory collective bargaining policy. While the city administration has granted collective bargaining to male-dominated units — for example, blue collar and public safety — it has refused to grant such rights to librarians and clerical workers. The effect of this policy is clearly reflected in the wage adjustments that the different groups have received. From 1979 to 1982 clerical and library workers' wage increases totaled 17 percent. During the same period, blue collar workers received 35 percent wage increases.

AFSCME hopes the new mayor will grant collective bargaining to the female-dominated units and will work with the union to correct the underpayment of the city's women employees.

In the *State of Hawaii*, AFSCME filed EEOC charges on behalf of nurses and other employees working in female-dominated jobs. The union used the information they uncovered about the underpayment of nurses to go before the pricing board and get the nurses upgraded. The union also negotiated compression in the number of steps in each pay grade for the nurses so they can get to the top of their range faster, and raised the

entry level salaries. As a result of all these actions the average pay for nurses has risen well over 20 percent over the last two years.

The union is pursuing the EEOC charges on behalf of librarians and other female-dominated occupations. A lawsuit is likely in the near future.

AFSCME considers EEOC charges and lawsuits an integral part of its pay equity program. Litigation in some instances may give employers the incentive to voluntarily correct discrimination. Where it is necessary to pursue the litigation, it holds out the hope of millions of dollars in back pay and fundamental changes in pay and personnel practices.

## OTHER ACTIVITIES

In addition to negotiating pay equity adjustments and filing charges and lawsuits, AFSCME has begun a number of other pay equity initiatives.

• AFSCME Council 31 in the State of Illinois sponsored a bill which was enacted by the state legislature providing funding for a pilot pay equity study of 24 jobs. The Illinois Commission on the Status of Women, which was given responsibility for the study, established an oversight committee and an evaluation committee composed of union, management and public representatives. AFSCME was the only public sector union involved on these committees. The report will be released this spring and the union will seek remedies based on the findings.

• AFSCME negotiated a pilot pay equity study with the State of Florida, but the labor-management committee assigned to work on it never functioned. After one meeting with the state in which management said it didn't believe in pay equity, the union prepared its own report, which documents the same pattern AFSCME has found in other public jurisdictions. Seventy-five percent of the occupational classes are dominated by one sex and 80 percent of all women workers are in only 20 job classifications. Half of all women workers earn less than \$11,000 per year and 75 percent of the men workers earn more than \$11,000 per year. This report will be the basis for future pay equity action for Florida State employees.

• AFSCME has also done its own studies in Nassau County, New York, and the Reading, Pennsylvania, School District. The Nassau County study, prepared by AFSCME staff in cooperation with CSEA/AFSCME Local 830, shows the same discriminatory patterns found in other public jurisdictions. The Local 830 executive board has passed a resolution calling on the county to work with the union to correct the discrimination. The board resolved to call for legal action if this is not done.

The Reading study reveals a work force that is almost 100 percent sex-segregated. Assistant custodian is the only occupational classification with both male and female incumbents. The sex-segregation is reflected in the low pay for the female jobs. The local union is using the study in its current negotiations.

• Council 13, representing Pennsylvania State employees, hired two Temple University researchers to do a pilot study of state jobs. The study found that people in female-dominated jobs were paid an average of \$1.10 per hour less than they would have been if job factors were compensated in the female jobs in the same manner as the factors are compensated in the male jobs.

• AFSCME has been testifying and lobbying for legislation providing for pay equity studies or for the inclusion of pay equity in the employers' wage setting process in the States of Iowa, Nebraska, Massachusetts, California, and Maryland and in Montgomery County, Maryland.

• AFSCME is a charter member and a member of the Board of Directors of the National Committee on Pay Equity. The NCP is a coalition of union women's groups and civil rights organizations advocating pay equity.

# Union election ballots go out May 14

Ballots are scheduled to be mailed May 14 to eligible CSEA members for the election of new members of the State Executive Committee and county educational representatives to the statewide Board of Directors.

On the following pages are lists of candidates for these positions, and, if submitted by the State Executive Committee candidates, a statement and photo of the individual candidates.

Under the union's timetable, ballots are to be returned no later than 5 p.m. on June 15, and are to be counted on June 15. In order to obtain a replacement ballot, you must contact Brenda L. Smith, the Independent Election Corporation of America, 7 Delaware Drive, Lake Success, N.Y. 11042; telephone number (516) 437-4900. Replacement ballots shall be counted as valid provided they are received on or before the date specified above and accompanied by a signed affidavit.

## STATE EXECUTIVE COMMITTEE CANDIDATES

### AG & MARKETS

\*JOHN WEIDMAN

### AUDIT & CONTROL

\*BARBARA L. SKELLY

\*BEATRICE McCOY

\*DAVID D. JACQUES

\*JEANNE M. PRATT

### AUTHORITIES



**JOHN FRANCISCO**

I ask for your support for my re-election so that I can continue to represent all Authorities on the Board. I am a three-term President of Local 058 and have been privileged to serve four years on the Directors Personnel Committee. Currently I chair the Region IV PAC and have served on Statewide Constitution and Bylaws. I have always tried to and pledge to continue to work in the best interest of all CSEA members.

### CIVIL SERVICE

\*DOLORES FARRELL

### COMMERCE

\*ROSE ANN DeSORBO

### ENVIRONMENTAL CONSERVATION

\*KAREN E. MURRAY

\* Photograph, information or both not submitted

### CORRECTIONS



**HELEN CARTER**

The membership deserves representation by someone with the courage of their convictions and the dedication to follow through, even when strongly opposed. I believe I can represent the Corrections employees best because my background includes both institutional and administrative areas. I can address problems at both levels impartially. I will fight unfairness wherever I find it, both from management and within the union. I need your support.

\*SUSAN L. CRAWFORD

I have served on the State Executive Committee for the past two years and feel my qualifications speak for themselves. Thirteen years as local officer serving as Secretary, Delegate and President. On Regional level served as Vice-Chairperson of Social Committee and member of Regional Trial Board. I have served as a member of Department Labor Management Committee since 1977, chairing the committee since 1981. I ask for your support in my bid for re-election.

\*JAMES F. LeCLAIRE

Department of Correctional Services — Executive Committee. Proper Qualifications: Familiar with systems; maximum inmate contact; willing and able to transmit our problems to the Department and CSEA, Inc. My Qualifications: Assistant Food Service Mgr., Great Meadows Correctional Facility (Max); Local President; Statewide L/M Committee; Active in Political Action; A firm believer in a strong union. A Vote for Jim will be a positive step toward upgrading our members and a new chance for proper representation for all.

### EDUCATION



**CLAIRE L. McGRATH**

Employed by the N.Y. State Education Dept. for 17 years with Office of Vocational Rehabilitation. As a Union Activist currently serving my 2nd term as a Local President. Previously I was a steward, 2nd V.P., 1st V.P. Grievance Chairperson for the local which services 40 agencies. Statewide: Negotiating Team, Chairperson Contingency Action Committee, Nominating Committee. Delegate to the State Conventions for the last 12 years. Region: Grievance, committee, Political Action, Chairperson of the Nominating Committee.

\*RICK WEEKS

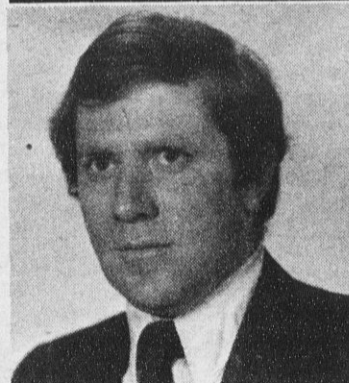
I have served Local 657 as Steward, Delegate, Second Vice President, First Vice President and President. I have served on Regional and Statewide Committees. I'm seeking one position, that is the Executive Board Seat representing you, the State Education Department members across the State. If elected, I will serve all locals in the State Education Department. I feel our Board Seat must be a vocal seat. Let me be your voice, experience in representing you.



**JUNE ROBAK**

Education Department employee 25 years. Incumbent, Education Board of Directors Representative 1979-Present. Incumbent, Local President. Have served as Treasurer, Delegate, Steward, and on various Local, Regional, and State Committees. I believe that my many years of experience in a leadership role will enable me to continue to represent the interests and concerns of all CSEA members of the Education Department at both the Local and State Executive Committee levels. Your vote will be appreciated!

### EXECUTIVE



**JOSEPH E. KOWALSKI**

Joe is employed by OGS as a painter in Albany, where he has been an active member of Local 660 as shop steward, elected operational representative and delegate to the statewide conventions. In 1982 he was appointed to the New York State Workers Project as a rank-and-file member. On behalf of his co-workers, Joe testified before the Assembly Task Force on the Infrastructure. Most recently Joe was appointed by President William McGowan to the Protection of Employees Committee.

\*FITZGERALD TAYLOR



**JOHN E. LOWERY**

I have held a wide range of union positions, gaining the broad experience that qualifies me to represent your interests to the fullest as a member of CSEA's statewide Board of Directors. In addition to serving as Local 554 president, I was a member of the state contract negotiating team, chairman of the regional communications committee and a member of the regional constitution and by-laws committee, and a member of the statewide seniority committee and methods and procedures committee.



**EARL KILMARTIN**

Served in this capacity for past four years, President of OGS Local eight years and a member nearly 20 years. Recently chaired the Work-Related Clothing Committee for OGS. Was chairman of Agency Departmental Agreement in the seventies. Served on Regional Activities Committee and various committees in Local. Was on the first statewide "Watch-Dog" Committee. For faithful service elect Earl to another term.



## EXECUTIVE



CINDY EGAN

I've been an active member of CSEA since 1966, serving as floor rep, elected delegate to the CSEA convention, local vp and president of Local 695, State Executive Committee, Board of Directors and Delegate to AFSCME Convention. I've been appointed to Region 4 Political Action and PAL to Assemblyman Michael Hoblock, committee to reorganize Board of Directors, elected to serve on statewide charter and Public Sector committees. Thank you for your support in the past.

## HEALTH



JAMES JAYES

Health Department employee and C.S.E.A. member for 10 years. Our #1 priority should be a united effort backed by strong leadership to make management respond and resolve the real issues confronting Health Department employees. As a member of the Board of Directors of CSEA, I will be in a position to keep the line of communication open with the membership. I would appreciate your vote and if elected will represent ALL Health Department employees.

\*BRIAN J. MADDEN

## INSURANCE

\*ELLIOT BERNSTEIN

Plans for the reorganization of our Delegates and the installation of new Directors to our Executive Board demands fresh leadership on the CSEA State Executive Committee for my Brothers and Sisters of the New York State Insurance Department. With your support I will grasp every opportunity to express our ideas, so that we may create a stronger and more unified union. Please, consider my pledge to serve you in these difficult times ahead.

\*BETTY C. COLLINS

Employed as clerk-typist with this agency for the past 13 years. Has been and still is a very strong union activist. Offices held include Treasurer, Vice Pres., President, member of the Board of Directors; five years as Co-Chairperson SEFA; seven years on Region IV Education Committee; Grievance Chairperson. Serving on Labor/Management, EAP and various other committees. Recipient of Region IV outstanding award as a union activist, watchdog for fair representation for members and fiduciary obligation.

## JUDICIAL

\*JOSEPH C. JOHNSON, JR.

\*PATRICIA A. NEALON



THOMAS F. JEFFERSON

I am your incumbent statewide Executive Committee representative seeking your support of my re-election efforts. I am also President of Judiciary Local No. 694. I chaired the Statewide Negotiating Committee. I chair the statewide Labor/Management Committee which guards/monitors contractual rights/privileges of membership. Our legislative, legal and grievance posture has been aggressive resulting in an effective machine. Don't be fooled by a slickster and trade it in! Vote experience. Thank you.

## LABOR



BRIAN P. RUFF

My battle against State and Federal budget cuts and layoffs will continue as top priority if re-elected. Ending Tier III, saving jobs, protecting our rights in the face of reorganizations, relocations and new programs, battling to improve the quality of work life and providing each member at every worksite better representation at Statewide Labor/Management in the Labor Department, State Insurance Fund and Workers' Compensation Board will also continue to be my priorities if re-elected.



RONALD J. GALINSKI

I am not happy with some recent Labor Department policy decisions concerning methods of operation and am very frustrated at CSEA's inability to translate some good ideas into a creative union policy. I believe a good union leader must be a general who knows how to make war, an advocate who can speak for his clients, a politician who knows what strings to pull, and a psychiatrist who understands how crazy people are and why craziness is not so bad.

\*DENIS J. TOBIN

Elect Dennis J. Tobin for Labor Department State Executive Board Representative. Current President, Local 350 Metro Department of Labor; Judicial Board member, Region II; certified grievance representative; elected delegate to statewide CSEA convention; elected delegate to AFSCME convention. Member, Labor/Management Committee; CSEA Committee; Local Employee Assistance Committee; Performance Evaluation Committee and Appeals Board.

\*ROSE FEUERMAN (SUTRO)

Employee, Workers' Compensation Board, since 1957; CSEA member since 1957; local membership chairperson, 1969-79; 1st V.P., Local 010 since 1979; Statewide Nominating Committee, 1979-1981; regional chairperson, Education Committee, since 1983; member of Labor/Management Committee, WCB, since 1969.



JEANNE LYONS

"The State Executive Committee is the voice of the State division of CSEA. A place to bring problems/concerns for discussion/resolution. You have a voice. Let it be mine. As president/Board representative, I know the problems we face and will strive to rectify them. My experience, ability, energy, assure my participation and will allow me to contribute ideas/information. Let me continue what I have begun. Re-elect me; I will serve your needs."

## LAW

\*GRACE A. DENNIS



ELISA BURSOR

Served on the Board of Directors for the past two terms. Served on the Directors' Committee to Study the Cost of Operating Group Life Insurance. On the Local Grievance Committee, and Clerical Advancement Committee. Formerly served as CSEA representative on the appeal board for performance evaluation. Member Labor Management Committee for the local.

## MOTOR VEHICLES

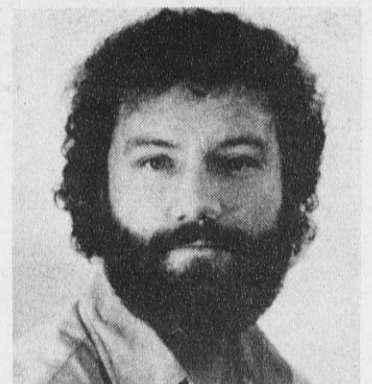
\*EVERTON F. PHILLIPS



BARBARA A. STACK

I represent experienced, concerned leadership supportive of a strong union through informed membership. Employed in Albany's Department of Motor Vehicles for 13 years. Incumbent DMV Board Representative; formed Statewide DMV-Labor/Management Committee; Member, Statewide and Region Political Action Committees, Director's Personnel Committee; Northeastern Safety Council; Coalition of Labor Union Women; National Commission Working Women.

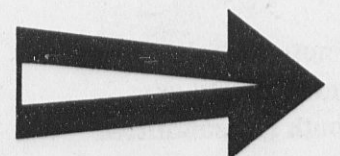
## MENTAL HYGIENE REGION I



PAT HAHN

I'm a member of CSEA Pilgrim Local 418 in good standing for seven-and-a-half years. I've worked in the Housekeeping Dept., then went toward service (MHTA). I've been actively involved with CSEA for six years. I'm active in present union office fulltime on the grievance committee; shop steward; political action committee. Also have been active with social committee and elected member of the human rights community college courses in business organization, unions, labor and psy.

\* Photograph, information or both not submitted



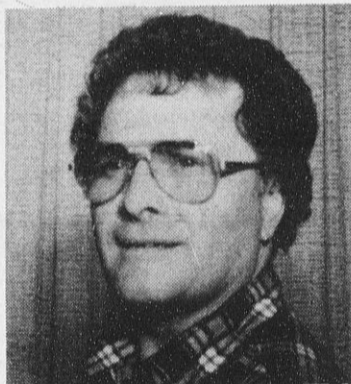
**MENTAL HYGIENE  
REGION I**



**JEAN W. FRAZIER**

There will be difficult times ahead for Metal Hygiene and other state employees. I ask for your support by re-electing me Region I Mental Hygiene Representative based on my experience: Region I MH Representative (Incumbent); AFSCME Delegate; PEOPLE Chairperson; Statewide Political Action Liaison; Region I Local Union Trainer Instruction; Past 1st V.P., B.O.D. and Delegate Local 418. Please return your mail-in ballot in June. Your vote counts.

- \*JOSEPH T. LaVALLE
- \*BILL CHACONA



**JAMES J. FORSYTH**

Shop Steward; Delegate Local 404; appointed 1st VP Local 404 CSEA Central Islip Psychiatric Center; elected 1st VP Local 404. Filled vacancy as President CSEA Central Islip Psychiatric Center; presently on Board of Directors for two years; Labor/Management two years; Political Action Committee two years.



**ALFRED C. HENNEBORN**

I, Alfred Henneborn, am running for the Board of Directors, Region I, Mental Hygiene. For the past 25 years, I have worked at Central Islip Psychiatric Center and have always been an active union member. Presently, I serve as Delegate, Grievance Chairman and on Political Action Committee of Local 404 and Region I Safety Committee. I have held numerous offices in CSEA which qualifies me for this position and I am concerned about the members of Region I.

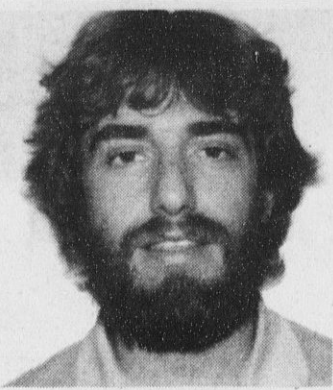
- \*CARL FENNELL



**CAROL GUARDIANO**

Pilgrim Local 418, two years Secretary, Board of Directors, Delegate; Chairperson Membership Committee, Local 418, maintaining 100 percent membership; appointed statewide membership committee; appointed chairperson to Region I membership committee; member in Women's Committee; active in Minority Committee; member in Social Committee, Local 418; active in political action; Secretary to Political Action Committee Local 418. I enjoy being a part of an outstanding organization.

**MENTAL HYGIENE  
REGION II**



**JOEL SCHWARTZ**

I've been an activist with CSEA for eight-and-one-half years. I'm also a MHTA on an inpatient unit at South Beach Psychiatric Center. Mental Hygiene people have special needs and I feel my work and union experience qualify me to represent those concerns on the Board of Directors. If elected, I'll be a loud voice fighting against layoffs and cutbacks, and for maintaining the high level of care our members provide.

- \*GEORGE A. BONCORAGLIO
- \*BRENDA J. NICHOLS

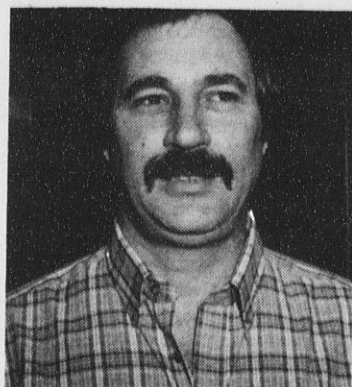


**JIMMY GRIPPER**

The Struggle Continues — Sisters and Brothers, as you may already know, by a unanimous vote I have been renominated for re-election to the Albany Statewide Board of Directors. There are 120 members, believe it or not, I am the only black man on the board. It is my belief, those who know me will attest to my sharp abilities and fight while representing CSEA members. I pledge to continue that fight and the Struggle, I ask for your continuing support and vote. The work goes on — our cause endures — the hope still lives — and our dream shall never die.

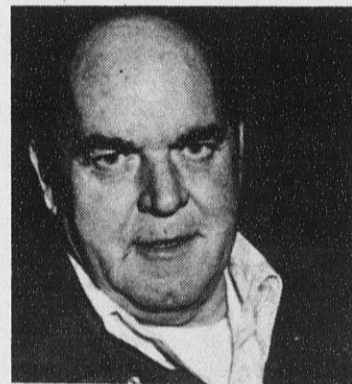
**MENTAL HYGIENE  
REGION III**

- \*ALEXANDER M. HOGG
- \*KENNETH S. KLINKO



**GARY J. ELDRIDGE**

Mental Hygiene Region III Vote for Gary Eldridge, an MHTA who will make sure the leaders of our union respond to the thinking of the members. Experience includes Mental Hygiene Presidents Committee; Westchester DC Local 432 President; Regional Political Action Committee; Statewide Legal Committee; Political Action Liaison for Dutchess and Westchester counties.



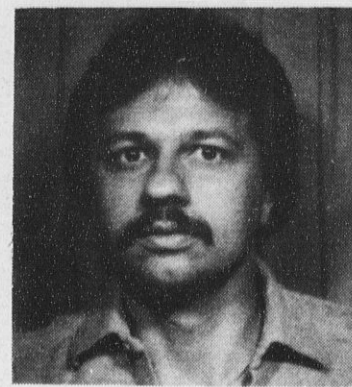
**HAROLD F. RYAN**

I feel the Board of Directors needs a person who will speak up for the opinions and interests of CSEA members. With so many important issues coming up in the near future, we need a voice that won't be afraid to say, "Let's do what the members want done."

- \*EVA KATZ

**MENTAL HYGIENE  
REGION IV**

**WANDA M. LUBINSKI**  
Mental Hygiene, Region IV Mental Hygiene 10 years; CSEA/P Statewide OMH; Statewide Labor/Management team OMH & OMR/DD: Delegate since 1976; President since 1977; unanimously elected two terms Secretary/Treasurer, Mental Hygiene caucus statewide. Extensive education in labor relations includes Cornell NYSSILR 1980. You deserve representation by a capable, honest, dedicated person. I ask your support. Vote for me.



**FRAN WILUSZ**

To be an effective representative you must know and have a deep understanding of the problems of the individuals you represent experience on a day-to-day basis. I have been a rank-and-file worker and union activist in Mental Hygiene for over 10 years. I feel that I know and understand the membership's problems because I have experienced many of their problems personally myself in the years I have worked for the department.

- \*MICHELE RING

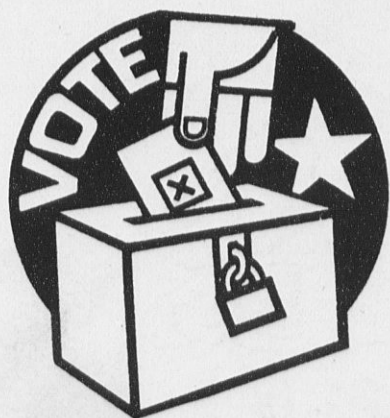
**MENTAL HYGIENE  
REGION V**



**EDWARD (BUD) MULCHY**

Brothers & Sisters: This Bud's For You! When I am elected as Mental Hygiene Board Representative, I will always be visible, not just at election time. I am the President of Marcy Psychiatric Center Local 414. I represent approximately 1,000 employees. On the Marcy Psychiatric Center campus, there are five agencies. I have good working labor relations with all agencies locally and statewide. I am a Vietnam veteran and have served on many statewide committees.

- \*HUGH McDONALD



\* Photograph, information or both not submitted

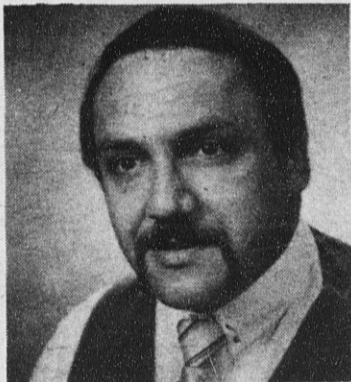


**MENTAL HYGIENE  
REGION V**



**SUE BUCRZINSKI**

My service to our members has included two terms on CSEA's Board of Directors. I presently serve as Chairperson of the Mental Hygiene Presidents Committee. I have been acting as Chairperson of CSEA's OMH and OMR State Labor/Management Team. I am Exec. V.P. of Local 414 Marcy Psych. Center. My work in each of these capacities have been to improve the working lives of CSEA members. As CSEA Reg. V Board Rep. I will continue this endeavor.



**JAMES E. MARTIN, JR.**

I am Jim Martin, the Vice President of Local 422, CSEA and a 17-year MHTA employee of the Rome Developmental Center. Our state is facing problems which unquestionably will impact upon the future of our union. Recent events are fine examples. Our union needs decisive leadership presenting fresh and innovative alternatives securing the stability of all Mental Hygiene employees. I pledge firm and aggressive representation, presenting our views on issues of our concern.

\*BARBARA REEVES

\*GEORGE I. McCARTHY

**MENTAL HYGIENE  
REGION VI**

\*PAUL CHRISTOPHER



**ELAINE MOOTRY**

President of Local 427, West Seneca Developmental Center & Childrens' Psychiatric Center; CSEA Board of Directors; Chairperson ISU Negotiating Team, 1979-1981; Trustee, CSEA Employee Benefit Fund; Delegate AFSCME Convention.

**PUBLIC  
CORPORATIONS**

\*JOANN LOWE

JoAnn Lowe is currently seeking her third term as Board Representative for the Public Corporations. She is currently Chairperson of the Board of Directors' Charter Committee. JoAnn has always been an active participant in her local, the New York State Teachers Retirement System. She has been elected as a delegate to the Statewide Convention every year since 1972. Other positions held include past Local Treasurer, past Co-Chairperson of the Program Committee, past member of the Budget Committee.

**PUBLIC SERVICE**



**DENNIS J. HASKINS**

I have been a member of CSEA for 15 years. I spent most of those years in the State Department of Labor, but more recently with the Department of Public Service, Local 675. I am active in Political Action and serve as the Local PAC Chairman. I am a certified Grievance Steward and am also a member of the Joint Labor/Management EAP Committee. Also, I advise and contributed to the Local 675 Newsletter.



**ELIZABETH F. KURTIK**

As a State Executive Committee representative and member of the Board of Directors, I have attempted to represent the interests of our members; listen to requests; from each member and act upon it. I read the voluminous material pertaining to policy-making and fiduciary responsibilities; attend meetings; and vote in a responsible manner. I attempt to be well-informed and contribute toward building CSEA-AFSCME into the best and most democratic union in our country.

**SOCIAL SERVICES**



**WILLIAM G. McMAHON**

Presently I serve on each of the three levels of CSEA — local, regional and statewide, including: Social Services Representative to the Board of Directors of CSEA Inc.; Member of the State Executive Committee of CSEA Inc.; Member of the Directors Charter Committee; Chairman of Region IV Audit Committee; Member of Region IV Budget Committee; Vice President of Local 688, Dept. of Social Services; chairman of the joint EAP labor/management committee; Coordinator of Local 688's Newsletter Committee.

\*ALAN SIEGEL

Representative Office of Local Government, Department of Social Services; Grievance Steward; Chair, Legislative & Political Action Committee; Chair, Newsletter Committee and Newsletter Editor; Past President Local 688; Past Board Member Department of Social Services; Member Committee to Study Region Presidents' Honorariums; Member Committee to Study Group Life Insurance; Member Performance Evaluation Task Force; Delegate to 1980 AFSCME Convention; Region IV Parliamentarian; Associate and Bachelor Degrees in Science; Certificate in Labor Studies, Cornell University.

\*JERALDINE  
McMILLAN-CHERRY

**STATE**

\*DONALD M. FORCHILLI

**TAXATION & FINANCE**



**JOHN GULLY**

During my many years of membership in CSEA. I have had many jobs of varying degrees of responsibility and necessity that have demanded not only dedication but initiative. I feel that this diversification of jobs and responsibilities makes me well qualified to be re-elected to represent the Tax Department employees as their member to the Board of Directors of CSEA. I would appreciate your support in the upcoming election.

\*JULIE C. DeMARTINO

\*ADELE H. BORACOVE

**TRANSPORTATION**



**JOAN M. TOBIN**

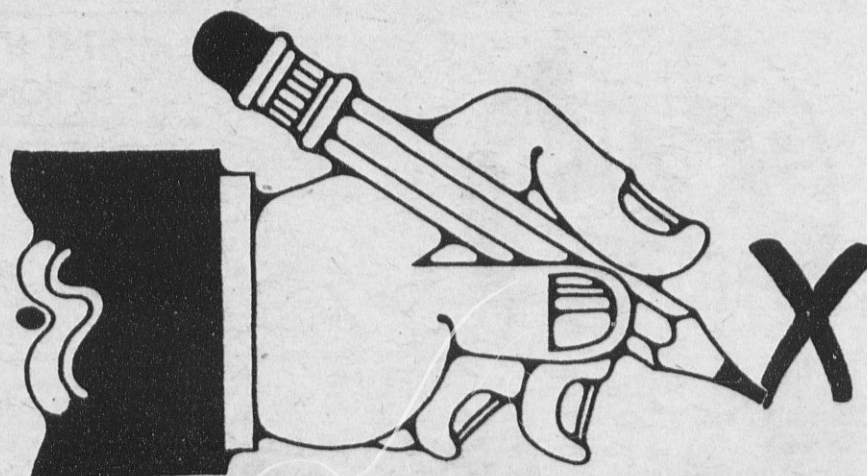
D.O.T. employee, 18 years, Local President D.O.T, nine years, D.O.T representative four years. Activities include: Special Transportation Committee, 10 years, Department Negotiations, two years. I want to continue to work toward the betterment of the working life for D.O.T. employees. Your support of my re-election would be appreciated.



\* JACK CASSIDY

\* GILBERT R. TATRO

Currently I am President of D.O.T. Region I, past Vice-President and a past Unit President. I have served on the following committees: Safety, Political action & Adirondack Committee. As an HEO in Essex County and a 15-year veteran of CSEA I know our problems are many and unique in D.O.T. I believe my experience can serve the membership of D.O.T. in a competent and knowledgeable manner.



\* Photograph, information or both not submitted

## TRANSPORTATION



**REGGIE SAVORY**

I decided to become a candidate for Executive Board, D.O.T. Rep as I feel very strongly that this position requires someone from the field who knows and deals with our problems on a day-to-day basis. I am currently an HMS I and Safety Rep in Chenango County, which has the number one safety rating for the last three years in our region. I was Vice President of Local 522 from 1977-1979; President from 1979 to present.

## UNIVERSITY



**KATHLEEN J. BERCHOU**

Having chaired local Labor/Management for two terms, which the realization that the source of many campus problems is SUNY Central, I am seeking the opportunity of confronting the source. I also believe that my 15 years of experience at the SUNY/Buffalo Center, along with an extensive local union background, could benefit all SUNY members and be an advantage on the Executive Committee.

\* Photograph, information or both not submitted

## \* PATRICIA CRANDALL

I am running for re-election as State University Board Representative. I feel some progress has been made in the last two years at our Labor/management meetings. I know the next three years are going to be a big challenge to CSEA and especially State University. I feel with my expertise and background I can represent all employees in State University. I have been active in CSEA for 16 years, with a very good attendance record for Board Meetings.



**MARIE ROMANELLI**

I pledge to utilize my years of SUNY AND CSEA experience — which include Statewide negotiations, CSEA/P, and both local and departmental Labor/Management activities — to continue responsible representation of the membership for the betterment of SUNY and CSEA. I ask for your endorsement and active support of my re-election."



**FRANCES DuBOSE-BATISTE**

Frances DuBose-Batiste, candidate for SUNY Board Rep. Profile: Lab Tech. Incumbent First Vice President Region 2, President DMC Local 646. Committees: SUNY Labor/Management, Affirmative Action, CSEA/P, Motions, Womens and Grievance etc. With my experience and your support makes us a winning team.



**BETTY LENNON**

As a local officer (president since 1972) for 17 years and a union activist on the region (education, executive and nominating committees) and statewide level (SUNY labor-management and nominating committees), I feel I have gained the knowledge of SUNY and CSEA to represent its members properly. One of my main objectives is to improve communications between SUNY locals which will strengthen our role within CSEA and in the labor-management setting with SUNY.



**SARA SIEVERT**

Served as local President at SUNY Fredonia from 1972-1979; Am presently First Vice President and a member of the Labor-Management Committee; Chairperson of local Political Action Committee and a member of Region 6 PAC. As an incumbent I feel I have the experience and knowledge that will enable me to continue representing University members as they should be. There is still much I would like to accomplish for SUNY members.

# COUNTY EDUCATIONAL REPRESENTATIVES

## EDUCATIONAL REPRESENTATIVE/ REGION I

**FRANK FASANO  
MICHAEL CURTAIN**

## EDUCATIONAL REPRESENTATIVE/ REGION III

**JOHN FAMELETTE**

## EDUCATIONAL REPRESENTATIVE/ REGION IV

**LESTER F. COLE, JR.  
MYRTLE M. MAJOR  
RUTH HATHAWAY**

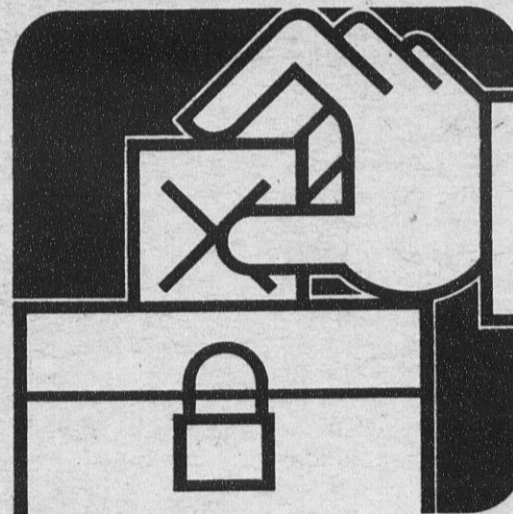
## EDUCATIONAL REPRESENTATIVE/ REGION V

**CARLO GUARDI  
DOLORES HERRIG**

## EDUCATIONAL REPRESENTATIVE/ REGION VI

**DOMINIC SPACONE, JR.**

# VOTE



## LPN cleared of patient neglect charge

**NEW ROCHELLE** — The specter of patient neglect has been lifted. Senora Early's personnel records have been cleared. Justice has triumphed.

The licensed practical nurse who works at the Ruth Taylor Institute was charged with failing to assess the seriousness of a laceration on the left forearm of a 91-year old

resident at the geriatric care facility. But after hearing various witnesses, Administrative Law Judge David Kaplan disagreed and found that Early acted properly.

The judge noted particularly that the facility could not, "figure out how it happened" and he believed Early when she said she first learned of the injury at 6:45 a.m. A

nurse's aide had charged the incident actually happened an hour earlier but she no longer works there and was not called to the witness stand.

Kaplan concluded that Early, "acted properly within the limited responsibility of her job classification by dressing the wound with a cling bandage and

notifying the nursing supervisor." Indeed had she, "taken or performed any medical procedures it may well have been outside the scope of her knowledge or limited duties and may have exposed the health care facility to liability."

Early's personnel records were, therefore, cleared of any references to the incident.

# 1983 CSEA LEGISLATIVE PROGRAM STATUS REPORT

## AS OF APRIL 22, 1983



### EMPLOYEE RIGHTS

ER-1  
S.4358 Rules  
A.5827 Barbaro

**AGENCY SHOP** — This bill received bi-partisan support from those legislators who felt that non-members should be required to contribute toward the cost of services provided them by the unions. Public employee unions have demonstrated a responsible and aggressive attitude in bargaining on behalf of all of those they represent, not just union members. The law should be made both permanent and uniform for all public employees in New York State.

S. Civil Service & Pensions  
A. Governmental Employees

ER-2  
S.  
A.5138 Lentol

**LIMITED RIGHT TO STRIKE** — Several other states, including Alaska, Hawaii, Idaho, Minnesota, Montana, Oregon, Pennsylvania and Wisconsin allow public employees, other than those engaged in essential services, the right to strike where both parties have participated in impasse resolution procedures which have been unsuccessful. This bill is modeled after the Hawaii approach, and would provide a right to strike for public employees who do not have resort, by law or agreement, to an impasse resolution procedure which culminates in final and binding interest arbitration.

S.  
A. Governmental Employees

ER-3  
S.  
S.  
A.1502 Gottfried  
A.1503 Gottfried

**EMPLOYER IMPROPER PRACTICE** — Public employee strikes may be caused by an employer improper practice, usually the failure to bargain in good faith. Where a strike was caused, in whole or in part by such an improper practice, the two for one penalty against employees and the loss of dues deduction against the union could not be implemented.

S.  
S.  
A. Governmental Employees  
A. Governmental Employees

ER-4  
S.3728 Johnson, Floss, Lack,  
Pisani, Trunzo  
A.4832 Lentol, Spano, Proud, et  
al

**LOBA FOR POLITICAL SUBDIVISIONS** — The final resolution of an impasse in negotiations would be resolved with the system of last offer binding arbitration, under which a panel consisting of one member appointed by the public employer, one member appointed by the union and one member appointed jointly, would select the most reasonable final offer of either the public employer or the union. This bill is particularly designed for the political subdivisions, and is to be utilized as an optional method to finally resolve an impasse.

S.  
S. Civil Service & Pensions  
A. Governmental Employees

ER-5  
S.3903 Schermerhorn  
A.5109 Lentol, et al

**U-GRADES** — This bill amends the Civil Service Law and the Education Law to prevent the Chancellor of the State University from unilaterally changing positions in the university from the classified service to the unclassified service in derogation of the constitutional concepts of merit and fitness.

S. Civil Service & Pensions  
A. Government Employees

ER-6  
S. 552 Galiber, Ackerman, Bab-  
bush, Bartosiewicz,  
Leichter, Marchi,  
Markowitz, Ohren-  
stein, Pisani, Winikow  
A.1850 Eve, Nine, Griffith,  
DeToro, Farrell, Ser-  
rano, Vann, Boyland,  
Daniels, Davis, Green,  
Greene, Jenkins, Nor-  
man, Patton, Rivera,  
Robles, Waldon, et al

**MARTIN LUTHER KING DAY** — This General Construction Law presently sets forth public holidays. Although Dr. Martin Luther King Day is designated as a public holiday, the law does not provide for its public celebration. This bill would change that provision so that Dr. Martin Luther King Day would have the same status and importance as other public holidays.

S. Judiciary

A. Ways & Means

ER-7  
S.1521A Schermerhorn  
A.1982A Seminerio

**§75 REVISION—HEARING OFFICER** — To be selected from a panel of arbitrators-Civil Service Law §75 presently provided the procedure by which an employee of the State or political subdivision with permanent status may be terminated for incompetence or misconduct. CSEA and the State have negotiated an alternate disciplinary procedure which ends in final and binding arbitration. Under §75 however, the hearing is to be held by the appointing authority or his designee. As a result, the employer becomes the prosecutor, judge, and jury, a most unfair procedure. This bill would require the selection of an independent hearing officer.

S. Civil Service & Pensions  
A. Government Employees

ER-8  
S.2402A Pisani  
A.2826 Barbaro, Lentol, et al

**ATTORNEY FEES-WORKERS' COMPENSATION** — Present law requires an injured employee to file a claim for workers' compensation or death benefits where injury or death arose out of an in the course of employment, and prevents an employee from suing the employer directly. Unlike a direct suit, benefits under the Workers' Compensation Law are severely limited to a percentage of an employee's average weekly wage. Where an employer controverts or denies the claim, a hearing must be held. If the employee retains a licensed representative or an attorney, those fees are taken out of the extremely minimal award. This bill would require fees to be paid by the carrier, in addition to the award, where the employee is successful.

S. S. 4-22-83 3rd Reading  
A. Ways & Means

ER-9  
S.  
A.

**§72 MENTAL & PHYSICAL DISABILITIES** — Permanent employees who are unfortunate enough to become mentally or physically disabled from performing the duties of their jobs may now be placed on leave without pay status for one year and terminated at the end of that year if unable to return to work. The federal courts have criticized the absence of due process in this procedure, and have set up certain safeguards to be followed. This bill would incorporate those safeguards and provide for a hearing, before an independent hearing officer, on the issue of whether an employee was physically or mentally able to perform the duties of his or her position.

S.  
A.





# 1983 CSEA LEGISLATIVE PROGRAM

ER-10  
S.3544 Farley  
A.6194 Lentol

**LAYOFF UNITS** — This bill amends the Civil Service Law to provide that the layoff unit in a political subdivision with a population subdivision of fewer than 50,000 shall be all of the departments or agencies in the political subdivision, rather than the single department or agency as is the present case. A political subdivision could "elect out" of these provisions by filing an appropriate resolution.

S. Civil Service & Pensions  
A. Government Employees

ER-11  
S.4180 Bruno  
A.

**LOCAL CIVIL SERVICE NOTIFICATION** — This bill would require the personnel officer or local civil service commission to provide written notice of proposed rule changes to persons interested, and is similar to the procedure presently provided for the New York State Civil Service Commission under the Administrative Procedure Act.

S.  
A.

ER-12  
S.4048 Padavan  
A.3036 Connelly, Davis, Graber,  
Harenberg, McCabe

**COMMUNITY SERVICE BOARDS** — This bill would allow employees of the Department of Mental Hygiene to serve on Community Service Boards.

S. Mental Hygiene & Addiction  
A. 3-14-83 Passed Assembly  
136-5 Rfd. to S. Mental Hyg. &  
Add.

ER-13  
S.2398 Schermerhorn, Padavan  
A.2146 Catapano, Lentol, et al

**MILITARY LEAVE (30) WORKING DAYS** — The New York Court of Appeals, New York's highest court, has recently determined that the provisions governing military leave for public employees provides for paid military leave for 30 calendar days, instead of for 30 work days. As a result, employees who work on the second shift or who have pass days on other than weekends, may be required to attend ordered military drills without being paid. This bill would merely restore the practice as it existed prior to the Court of Appeals decisions.

S. Codes  
A. Government Employees

ER-14  
S.  
A.

**NY/NJ WATERFRONT COMMISSION** — This bill would provide civil service status for employees of the New York/New Jersey Waterfront Commission.

S.  
A.

ER-15  
S.1153 Pisani, Montalto  
A.2126 Barbaro, Branca, Pillit-  
tere, Passannante,  
Feldman, et al

**WHISTLEBLOWER** — This bill provides protection for both public and private employees against retaliatory personnel action by an employer against an employee who discloses policies or practices reasonably believed to pose a threat to public safety or health, or who discloses substantial mismanagement, gross waste of funds or abuse of public authority.

S. Labor  
A. Labor

ER-16  
S.1350A Schermerhorn  
A.1579A Hinchey, Lentol, et al

**VIETNAM CONFLICT DATES** — This bill would define the dates of the Vietnam Conflict as being from January 1, 1963 to February 1, 1973 for the purposes of the Public Officers Law.

S. Governmental Employees  
A. Veterans Affairs

ER-17  
S.1081 Schermerhorn  
A.1210 Hinchey

**VIETNAM VETS MEDICAL LEAVE** — This bill would provide Vietnam Veterans with the ability to attend appointments at VA hospitals or similar medical facilities without charge to leave credits, for treatment and care related to service-connected disabilities.

S. Governmental Employees  
A. Ways & Means

ER-18  
S.2002A Budget  
Budget  
A.2502A Budget

**WESTCHESTER COURT EMPLOYEES TRANSFER**—This bill will provide that permanent employees of the County of Westchester Department of Public Safety and Services performing security services in the courts where jobs will be taken over by the State of New York of the Judiciary Budget will be allowed to elect a transfer to the state, receive credit for sick leave and severance pay, maintain permanent status and receive credit on the state salary schedule for previous years of service.

S. 3-26-83 Passed Senate 58-1;  
3-31-83 Signed by Governor  
A. S.2002A Substituted; 3-26-83  
Passed Assembly 122-16;  
3-31-83 Signed by Governor  
Chapter 51 Laws of 1983

ER-19  
S.  
A.

**TAX AND FINANCE** — This bill is necessary to protect the rights of certain long term state employees to receive lump sum benefits where there have been short term promotions which might technically preempt eligibility.

S.  
A.

## EDUCATION

ED-1  
S.2253 Donovan  
A.1481 Stavisky

**PARITY BILL** — The Education Law presently encourages the contracting out of transportation services by school districts by giving private contractors a more favorable state-aid formula. This bill will eliminate that advantage.

S. Finance  
A. Education  
Passed in part . . . See Chap. 53  
of Laws of 1983 S.2004A /  
A.2054A

ED-2  
S.1333 Donovan  
Stavisky  
A.1652 Stavisky

**CONTINGENCY BUDGET** — This bill would provide for a local school board to adopt an alternate budget procedure which would allow them, after a regular budget has been defeated by the voters, to provide for continuation of contingency services such as cafeteria services and transportation services.

S. 2-15-83 Passed Senate 57-1  
Rfd. to A. Education  
A. Education

ED-3  
S.4036 Present  
A.5055 Graber

**BUS SEATS** — The Transportation Law would be amended to require motor vehicles seating eleven passengers or more, and used in the business of transporting school children, to be equipped with padded seat backs at least twenty four (24) inches in height, rather than twenty eight (28) inches in height.

S. Transportation  
A. Transportation

# STATUS REPORT

## AS OF APRIL 22, 1983



### RETIREMENT/RETIRES

<p>R-1 S. 686 Schermerhorn A. 737 Lentol</p>	<p><b>BOARD OF TRUSTEES</b> — The Employees Retirement System is presently administered by the Comptroller, who is also the sole trustee of more than \$18 billion in assets. Public employees who are members or pensioners of that system have no voice in investment decisions made by the Comptroller, unlike those in the five pension systems in New York City and the New York State Teachers Retirement System. This proposal would guarantee public employee voting membership on the Board of Trustees for the Employees Retirement System.</p>	<p>S. Civil Service &amp; Pensions A. Government Employees</p>
<p>R-2 S.3849 Schermerhorn A.5114 Lentol</p>	<p><b>SUPPLEMENTATION</b> — In order to offset inflationary increases occurring during the last year, this bill would add to the supplementation provided by Chapter 422 of the Laws of 1981. The increase in the amount of supplementation would vary from year to year, would be computed on the first \$8,000 of annual retirement allowance, and be available for those who retired at age 55.</p>	<p>S. Civil Service &amp; Pensions A. Government Employees</p>
<p>R-3 S. 860 Kehoe A.1005 Conners S.1506 Auer A.1974 H. Miller</p>	<p><b>VETS BUY-BACK</b> — CSEA continues to support the concept that veterans of World War II, Korea and Vietnam shall be allowed to purchase up to three years credit in the Retirement System for service in those wars.</p>	<p>S. Finance A. Veterans Affairs S. Civil Service &amp; Pensions A. Veterans Affairs</p>
<p>R-4 S.1532 Farley A.2019 Conners</p>	<p><b>HEALTH INSURANCE-UNUSED SICK LEAVE</b> — This bill would allow an unremarried spouse of an active employee of the state who died on or after April 1, 1979, to continue individual coverage and exhaust any accumulated and unused sick leave up to 165 days.</p>	<p>S. Civil Service &amp; Pensions A. Government Employees</p>
<p>R-5 S.3905 Schermerhorn A.5107 Lentol</p>	<p><b>TIER I AND II REOPENERS</b> — This would allow employees who were on the payroll prior to the cutoff date for eligibility in the lower tier and who, through no fault of their own, were both eligible for membership and reasonably believed they had properly applied for the membership, to file to become members of the lower tier.</p>	<p>S. Civil Service &amp; Pensions A. Government Employees</p>
<p>R-6 S.3229 Volker A.4009 Eve</p>	<p><b>UNIVERSITY OF BUFFALO</b> — This bill would allow employees who were employed by the University of Buffalo prior to its acquisition by the State of New York to purchase retirement credits from the New York State Retirement System for the time of employment by the University, with electing employees contributing both individual and employer contributions, together with appropriate interest.</p>	<p>S. 4-22-83 2nd Reading A. Government Employees</p>
<p>R-7 S. A.</p>	<p><b>HEART BILL</b> — This bill would provide a presumption that diseases of the heart occurring correction officers were caused by employment for retirement system accidental disability hearings.</p>	<p>S. A.</p>
<p>R-8 S. A.</p>	<p><b>TIER III ELIMINATION</b> — This bill would eliminate Tier III of the Employees' Retirement System.</p>	<p>S. A.</p>
<p>R-9 S. A.</p>	<p><b>FIRST \$20,000 EXEMPTION</b> — This bill would allow the first \$20,000 of a pension allowance to be exempt from Federal Income Tax.</p>	<p>S. A.</p>
<p>R-10 S.4605 Farley, Flynn, et al A.6175 Lentol</p>	<p><b>RETIREE EARNINGS</b> — This bill would increase the amount a retiree from the State of New York or its political subdivisions could earn without loss or diminution of retirement allowance. It is the intent of the committee that such amount keep pace with the amount provided with respect to federal social security.</p>	<p>S. 4-22-83 2nd Reading A. Ways &amp; Means</p>
<p>R-11 S.1706 Schermerhorn A.2242 Hinchey, Lentol</p>	<p><b>DENTAL PLAN</b> — This bill would simply allow retirees to be eligible for dental insurance under the group coverage.</p>	<p>S. Civil Service &amp; Pensions A. Government Employees</p>
<p>R-12 S.3783 Schermerhorn A.4829 Lentol</p>	<p><b>HEALTH INSURANCE-25% OF COST FOR DEPENDENTS</b> — This bill would provide that the surviving spouse of a retiree who had family coverage in the health insurance plan would be allowed to continue such coverage after the employee's death, at no more than 25% of the full cost.</p>	<p>S. Civil Service &amp; Pensions A. Government Employees</p>
<p>R-13 S. A.5437 Kremer</p>	<p><b>CORRECTION OFFICER 25 YEAR PLAN</b> — This bill would provide, on a local option basis, a 25 year half pay retirement plan for correction officers of political subdivisions.</p>	<p>S. A. Government Employees</p>
<p>R-14 S.3396 Auer A.5432 Sears</p>	<p><b>ROME COMMUNITY STORE</b> — This proposal would provide retirement system credits for employees of the Rome Community Store in the Department of Mental Hygiene who have been denied service credit for years of service prior to June 21, 1973, because the Retirement System has determined that they were not authorized retirement credit prior to that date.</p>	<p>S. Civil Service &amp; Pensions A. Ways &amp; Means</p>
<p>R-15 S.3425B Budget A.4225B Budget</p>	<p><b>EARLY RETIREMENT</b> — This bill grants an additional three (3) years retirement service credit to certain non-elected related provisions. This bill also makes other related provisions.</p>	<p>S. A.4225B Substituted; 3-26-83 Passed Senate 57-2 A. 3-17-83 Passed Assembly 128-2; 3-28-83 Signed by Governor Chapter 17</p>

# Hostage crisis in Chenango County raises security questions

**EDITOR'S NOTE:** Reporter Tom Moczydlowski, who wrote the following article for *The Public Sector* and who covered the drama for his Norwich newspaper, is no stranger to CSEA members. During his undergraduate days as a journalism major at the Newhouse School of Public Communications at Syracuse University, Tom served several months as an intern with *The Public Sector* and reported on numerous CSEA events in the union's Central Region.

By Tom Moczydlowski  
Special to the Public Sector

**NORWICH** — Shortly after the Chenango County Office Building opened for business here on a snowy Monday, April 25, a heavily-armed married couple entered the building through a side door and took 17 people hostage, including four CSEA members who work for the county Department of Social Services.

The hostage siege shocked this small city located in a largely rural area in Central New York. Most severely, though, it left terrifying impressions on the hostages, who were mostly social workers and other county employees.

They later wondered if stricter security measures could have prevented the harrowing experience. The only light found in the dark episode was that no one was injured.

Case Worker Lucy Boyd was one of the CSEA members taken hostage. She belongs to the Chenango County Unit of CSEA Local 809. Reflecting on the incident, Boyd said, "I guess other case workers have been in sticky situations, but this was real fear."

William Welch was also among the hostages. He is similarly a case worker and member of the CSEA Chenango County Unit. "It certainly was a scary situation," Welch said. Other CSEA members taken hostage were Senior Case Worker Joan Gates and Public Assistance Director Josephine Benedicto.

Their alleged abductors were Lawrence Gladstone, 49, and his wife, Christine, 31, of nearby Preston. They had two shotguns, a rifle and Molotov cocktails, police later confirmed.

The couple came into the building with their arms and bombs concealed in cardboard, a garbage bag and a tote bag. They unveiled their weapons when they stepped inside the second-floor social services offices.

They gathered an available group of people together and ordered them into a 12 by 10 foot room. "I opened a door and saw a man with a shotgun. He motioned us into this inner office by the window," testified John Ault at a preliminary hearing. Ault is an official of the



**A CSEA MEMBER HELD HOSTAGE** is released by the abductors. Case Worker Lucy Boyd, a member of the CSEA Chenango County Unit of Local 809, is comforted by friends and police. She was one of four CSEA members held hostage in a group of 17 that included county employees.

(Photo by Terry Bresina, Evening Sun reporter)

county Office of Aging, whose employees were also involved as hostages.

At 9:20 a.m., 15 minutes after it started, the Norwich City Police were notified of the siege. About 150 people, who were not hostages, were evacuated from the building.

The county Sheriff's Department and state troopers joined forces with the city police. The city fire department was alerted. By 10 a.m., the building was surrounded by law enforcement officers.

Soon after, a two-block perimeter was closed to traffic. Police made initial contact by phone with the Gladstones. Throughout the hostage stand-off, a direct phone line was used between the police and the abductors. No face-to-face contact was made until the Gladstones were captured by police about eight hours later.

The first pair of people to be released at 9:45 a.m. carried a three-page list of demands from the Gladstones. The demands included the return of their 43 dogs taken by an animal control officer 18 months ago.

Other demands included an open phone line to President Reagan and \$4 million for "reparations for war crimes perpetrated by forces against our persons and those of our dogs."

They also wanted to speak with Gov. Mario Cuomo and Sen. Daniel Patrick Moynihan. They demanded to see Dan Rather, Frank Gifford, Bryant Gumbel and actress Doris Day, an advocate of animal rights. Except for the return of a few dogs, none of the demands was granted by police.

At the time, the hostages were not aware that Lawrence Gladstone had served 26 months in Fort Leavenworth Federal Penitentiary. He had been convicted in the late 1960s of conveying arms to Ireland for the Irish Republican Army.

Despite his criminal past, Lawrence Gladstone showed some sympathy to his hostages. He asked if any pregnant women were among the group or whether any of them had heart conditions. Eventually two more people were released.

He also asked the hostages if they were all county employees or if there were any "civilians." At least one non-employee and possibly another was let go, said Ault, who was among the last to leave.

At 11:30 a.m., a press conference was called by police in the nearby library. Relatives of the hostages and county employees nervously waited for developments in the library and other area buildings. Norwich City Police Chief Gary Follett told reporters, "Things are calm. There doesn't seem to be any reason for alarm."

The incident received statewide and national news coverage. Along with County Sheriff Moe



**STATE TROOPERS** on their way to the office building with a specially-trained German Shepard. (Photo by Tom Moczydlowski)

Eccleston and State Police Capt. Carl Shavers, Follett worked on a means of releasing the hostages through negotiations.

Police officials came up with the calculated idea of bargaining some of Gladstone's dogs for the release of hostages. It worked. At 3:15 p.m., a dog to the Gladstone brought out five women hostages. At 3:42 p.m., the remaining four male hostages were released when another dog was brought in.

About two hours later, the Gladstones gave up, but not before gunfire was exchanged. A state trooper's shotgun went off. Police claimed the gun firing mechanism malfunctioned.

Gladstone fired back with his shotgun down a stairwell. Police returned fire. The Gladstones were captured and ushered out a back door.

While the Gladstones are being bound over for grand jury action, the CSEA members that were hostages wondered how the incident could have been avoided. "I think it would be difficult to arrange security in a building like this, which, after all, is a public place," Welch said.

"I think it's unavoidable unless you had metal detectors," said Gates. "No one would know what was concealed unless you frisked people."

County Social Services Commissioner Stanley Kimiecik said, "My feeling is that if you had a guard at every door this kind of thing could have been avoided.

"That's my personal feeling; it could create more problems. Any reaction now is more of an emotional one." Although he was not a hostage, Kimiecik stayed inside the building throughout the crisis to assist police.

Jerry Sayles, president of the CSEA Chenango County Unit, noted, "It would be nice if the county supplied a little extra security for those who work with people, especially in the social services."