

# Public SECTOR

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American Federation of State, County and Municipal Employees AFL-CIO.

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CSEA's Joan Tobin calls on DOT to end understaffing

## DOT commissioner on **HOT** seat over contracting out proposal



CSEA BOARD OF DIRECTORS MEMBER JOAN TOBIN has taken the new DOT commissioner to task for suggesting the use of private contractors to do routine highway maintenance work.

ALBANY—Already troubled by understaffing in the state Department of Transportation, union officials are taking little comfort from the first public address by the new DOT commissioner.

Franklin White told the New York State County Highway Superintendent's Association recently that he may boost the use of private contractors for routine maintenance to free up workers to do pavement maintenance "where backlogs are the greatest."

But CSEA Board Member Joan Tobin, who represents DOT employees, says DOT needs more employees, not more private contractors. "Let's put the current staffing situation in perspective. The workforce has declined 14.3 percent since 1978 even though our workload has increased. Today, we're maintaining 1,562 more miles with 1,401 fewer employees. In other words, the department is using significantly fewer workers to maintain a larger number of highway miles.

"And," she continues "temporary employees are increasing at the same time permanent positions are being reduced." Tobin also questions the commitment temporary employees have to their jobs.

A recent CSEA study reveals DOT has a 16 percent vacancy rate while funds for temporary services skyrocketed 120 percent. Examples of vacancy rates include: canal structure operators, 13 percent; clericals, 18 percent; maintenance assistants, 22.4 percent; and laborers, 32.2 percent.

Tobin believes that with improved staffing DOT could better handle pavement maintenance and acknowledges "while we were never meant to do bigger jobs, it's more realistic to put our people on the smaller jobs.

"With all the Rebuild New York bond money we have, private industry doesn't have to come after our jugulars."

She especially resents that the Associated General Contractors of America recently put out a bulletin urging its members "to report situations where the state DOT, Thruway Authority or local governments are undertaking major construction, repair or resurfacing projects with their own forces" so that they can "pursue any and all cases aggressively on behalf of the private sector."

Tobin warns the new DOT commissioner "private contractors just want to get rich."

## CSEA HEADQUARTERS

is now located at

143 Washington Avenue  
Albany, New York 12210

Our telephone number remains  
(518) 434-0191

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.  
Local 1000 American Federation of State, County & Municipal Employees, AFL-CIO

William L. McGowan  
PRESIDENT

CSEA's statewide headquarters, which since 1968 had been located at 33 Elk Street, Albany, has been relocated to new, more spacious quarters at 143 Washington Avenue, Albany effective Monday, Sept. 9. CSEA has been renovating the four-story structure since purchasing it last fall from the New York State Teachers Retirement System, which used it as statewide headquarters until building a new facility in the Albany area. CSEA outgrew its 33 Elk Street building over the years, forcing several union departments to be located in leased office spaces. The new headquarters building at 143 Washington Avenue accommodates all staff employees assigned to headquarters. The CSEA headquarters telephone number remains the same: (518) 434-0191, and the mailing address remains: Civil Service Employees Association, P.O. Box 125, Capitol Station, Albany, N.Y. 12224. Additional details on the move of CSEA headquarters will be published in the next edition of The Public Sector.

# Very specialized ministry takes a lot of heart



THESE CSEA MEMBERS are a unique group. With three of the chaplains from Westchester County Medical Center is Region III President Pat Mascioli, left. The chaplains are, Fr. Ernest Reardon, Rev. Robert Hamlyn and Rev. Donald Bane.

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Unlike most clergymen who trend to an ill parishioner only occasionally, most of their flock is made up of the critically ill and dying

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VALHALLA — They are a unique group of CSEA members. Their title is "Chaplain." Their "tools of the trade" are prayer, understanding and love. Their "parish" is the Westchester County Medical Center.

Unlike most clergymen who tend to an ill parishioner only occasionally, most of their flock is made up of the critically ill and the dying.

"It's a very specialized ministry," Rev. Robert Hamlyn explained.

Hamlyn, a Sr. Chaplain, coordinates the programs for all seven chaplains at the center. One program he takes great pride in is the Clergy Residency Program in Cancer, a three-day training session which focuses on the diagnosis, treatment and rehabilitation of cancer patients. An additional objective of the program is to give physicians and other members of the health care team a chance to become more aware of the contribution of the clergy in the care of cancer patients. The program originated in the Midwest and currently, Westchester Medical Center is the only facility on the East coast to offer it.

"It's one particular illness that touches so many," said Hamlyn.

Father Ernest Reardon, an Oncology Specialist, agrees that seriously ill patients need more than prayers from their clergymen. "The program makes it possible for the patient to find understanding and acceptance," he explained. "The family is too close and friends may desert him. This patient is facing death and disillusion. Even if he has no spiritual background, he's looking for a meaning."

Other specialized training has been made available to the chaplains including dealing with drug and alcohol abusers and with AIDS patients, the latter, explained Fr. Reardon, "to overcome our own fears as well as to comfort those who suffer."

"You have to have the ability to work with doctors and nurses," Rev.

Hamlyn pointed out. "You have to be knowledgeable. You couldn't put a parish person into this hospital."

"The chaplains here are a crucial part of people's lives," said Rev. Donald Bane. "Unlike a parish clergyman, we don't always know the whole story. It can be frustrating, but it's satisfying."

The patients at WCMC are not the only concern of the chaplains. Also on the campus are other county facilities including a county jail and a psychiatric center. Inmates and patients, as well as the employees find their way to the chaplains for spiritual counseling and referrals for other services they may need.

The coordinated program is one of very few unified and structured programs in the state. According to Hamlyn, there are a number of larger complexes similar to the Westchester campus, but the chaplains are not involved in an integrated program.

Rev. Hamlyn, a Westchester County employee since 1963, was ordained in 1953. Coming from a religious family—his father was a minister—his vocation was a natural choice. His first parish was in Ft. Lee, New Jersey. From there he moved to a New York City church and then to Westchester County. He is currently the only Sr. Chaplain in the state.

Fr. Reardon is a linguist who spent his first 10 years of his priesthood in a leper colony. He later served as pastor of St. Michael's Church in east New York City and came to WCMC in 1973.

Rev. Bane was finishing his Masters degree in Pastoral Counseling and was serving as acting rector of the Church of St. Barnabus in Irvington when he was given the opportunity to come to WCMC in 1971.

The Chaplains are appointed by the county executive.

## Study aids available for Civil Service exams

ALBANY—With a slew of civil service tests coming up in September and October, the release of some new exam preparation booklets by CSEA's Education and Training Department comes just in time for members to get the edge they may need.

The new exam prep guides were produced to be used in conjunction with five CSEA video tapes which have been available through the regional offices. The materials offer assistance in the following areas:

- \*"How to Prepare for a Civil Service Exam" (in general);
- \*"How to Take an Oral Exam" (two parts);
- \*"Mastering the Math on Civil Service Exams" (arithmetic reasoning);
- \*"Mastering the Math on Civil Service Exams" (tabular reasoning).

CSEA Education and Training Specialist Anne Rokeach, who wrote the booklets based on the videos, says that using the prep materials can increase test scores by giving takers more knowledge and self-confidence.

She noted that requests for exam prep materials generally have been on the increase due to the fall schedule of tests.

"We're getting a lot of requests for civil service preparation materials. They know about the many different booklets we have. We want them to be aware of the videos and the brand new booklets that go along with them," said Rokeach.

The video tapes were produced last year by Cornell University and are available on half inch VHS (three-quarter inch by special request) through regional offices. Each tape runs for approximately half an hour and includes information on the subject matter as well as problems for practice.

Rokeach estimates that a training session using the tapes and booklets would take about an hour when the video is stopped to allow time to work out problems. She recommends that a local or unit using the training materials make use of a facilitator for each session.

"The facilitator usually ends up being someone who is not familiar with the tape. He or she doesn't have to know anything about the subject, just how to present the program," said Rokeach.

In order to facilitate the facilitator's job, Rokeach has included along with each prep booklet a guide for those presenting the programs.

In addition to information directly relating to each subject, the booklets also contain supplementary materials that help civil service test takers. Among them are tips on preparing for a state civil service exam and test tension relievers.

Requests for use of prep videos and materials should be made by local presidents to the communications associate in the respective region.

# New chairwoman appointed to head Region III EAP

# EAP

By Anita Manley  
CSEA Communications Associate

ORANGEBURG—Doris Josephson, a member of CSEA for seven years, has been appointed Region III Employee Assistance Program (EAP) chairwoman.

Josephson, who also serves as EAP chairwoman for Rockland Psychiatric Center, explained that each regional chairperson meets regularly with EAP coordinators, union heads, supervisors and facility directors to discuss mutual problems and ideas for programs and training for coordinators.

Rockland Psychiatric Center EAP Coordinator Al DeVonish Jr. says his facility averages about 15 referrals for services each month. Problems including alcoholism, financial, housing, and spouse and child abuse have been prevalent among employees.

DeVonish, a psychologist by profession, notes that Rockland's EAP has been in place about seven years, making it one of the oldest in the state.

The program is necessary, the coordinator emphasized. "We've saved valuable employees from losing their jobs," he said. "I've had some of the workers say I was a 'pain' for keeping after them to go for help. But later they admitted that they were grateful I intervened."

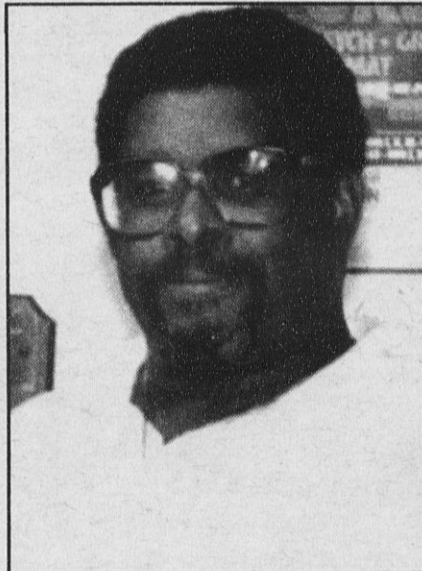
"It's a consuming job," added DeVonish. "It's supposed to be a 20-hour-a-week appointment, but I spend more than 40 hours here. I try to make the program as available as possible."

Future plans for the Rockland facility's program include a "health club" that will provide classes in exercise, how to stop smoking, Weight Watchers and Gamblers Anonymous. Volunteers from the community will teach the classes. DeVonish and the EAP committee will also participate in a "wellness fair" next May at the facility.

Josephson stressed that confidentiality is a key to the success of the program. "The only one who knows a client's name is the coordinator," she said. "We've never had a breach of confidentiality."



DORIS JOSEPHSON



AL DEVONISH JR.

## Programs expanding

The programs are popping up all over.

"Over 250 and still growing, and we're setting up about two new ones each week," says Jim Murphy, director of CSEA's Employee Assistance Program.

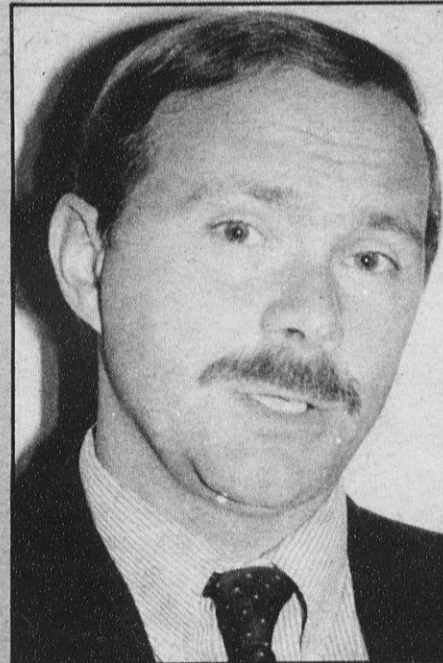
Murphy emphasized that CSEA set the pace with its involvement in EAP. "We got involved six years ago when no one else knew what it was." Currently, there are more than 250 programs in place including state facilities, counties and towns.

In addition to confidential referrals for troubled employees, health fairs, workshops and "brown bag lunch" classes are being made available in such diverse topics as weight watching, nutrition, exercise and stress management.

Best of all, the EAP, which is administered by joint committee made up of labor as well as management, has provided an opportunity for employees and employers to work together as a team toward a common goal.

Some of the newest programs include Clinton County, town of Clarkstown (Rockland County), and SUNY Purchase.

Anyone interested in more information should contact Murphy at CSEA Headquarters, Albany.



Over 250 programs and still growing.

EAP Director  
Jim Murphy

## Labor/management workshops set for Region V

SYRACUSE—CSEA Central Region V has scheduled three workshops on labor/management committees for Sept. 14 in the following locations:

**POTSDAM:**

SUNY Potsdam Campus, Fireside Lounge (College Union)

**SYRACUSE:**

Sheraton Motor Inn, 7th North Street at Electronics Parkway (Thruway exit 37, Liverpool)

**BINGHAMTON:**

Howard Johnson's, Front Street  
Registration at each location will begin at 9 a.m. The workshops will be conducted from 9:30 a.m. to 4:30 p.m. with a lunch period from noon to 1 p.m.

The workshops will be conducted by three CSEA training specialists from Albany headquarters and will focus on:

- \*The Purpose and Composition of Labor/management Committees;
- \*Matters that Can be Considered in a Labor/management Forum;
- \*Elements Necessary for Successful Committees;
- \*Agenda Design;
- \*Methods of Decision-making.

Members interested in attending one of the workshops should contact their unit or local president.

# Public SECTOR

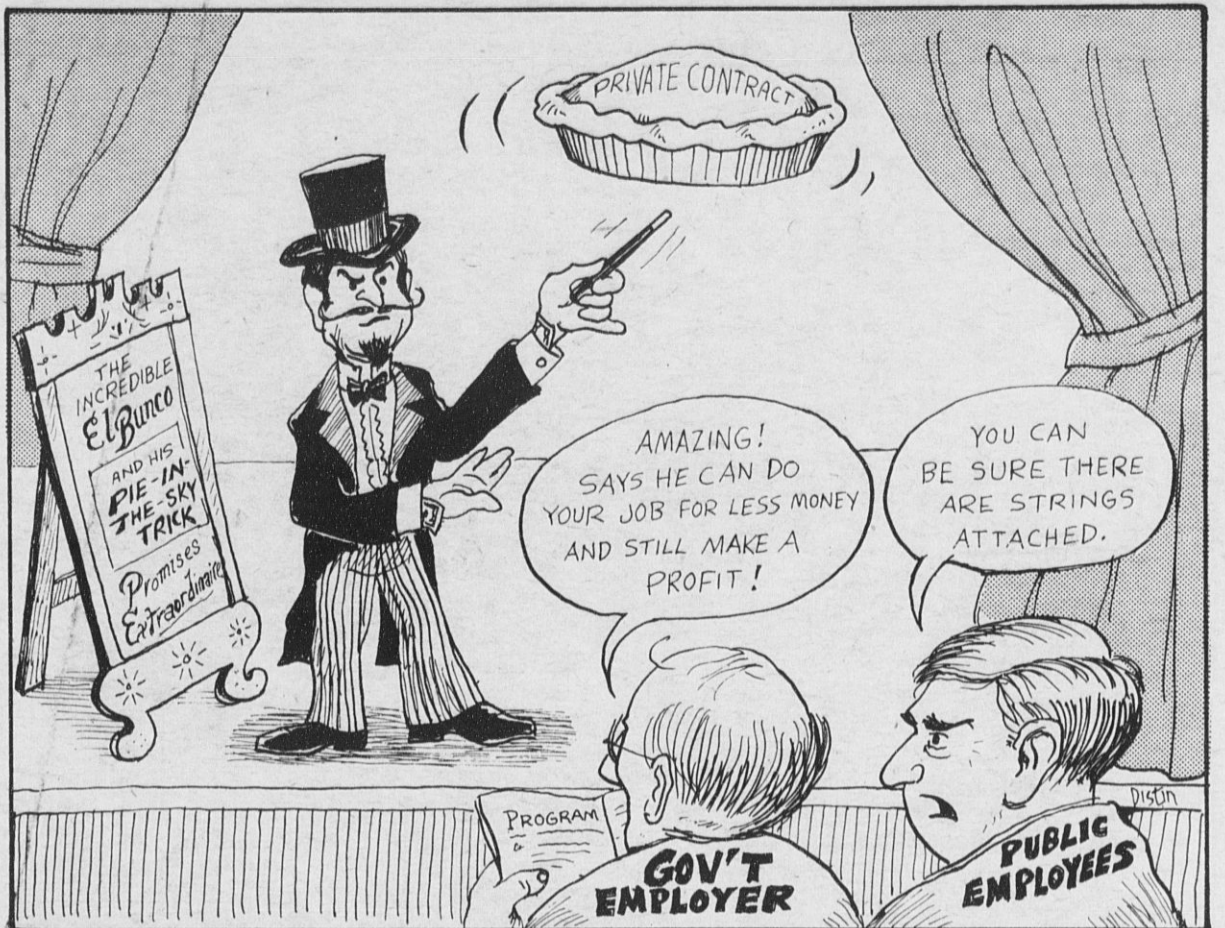
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## Region V endorses Nicoletti in bid for Mayoral seat

SYRACUSE — Region V President James Moore recently announced CSEA's endorsement of Joseph Nicoletti in his race for the mayor of Syracuse.

Nicoletti, former Common Council member, was cited for his sensitivity to the needs of the working people. "We need his proven ability to get things done, his thorough understanding of the workings of city government, and his skills as a city-wide vote-getter," Moore stated during a press conference.

"We believe that Joseph Nicoletti is the most qualified candidate to take charge of City Hall and lead the City of Syracuse into the future," he concluded.

Moore, left, congratulates Nicoletti during press conference in which Moore announced CSEA's backing of the Nicoletti candidacy.

## Mt. Kisco contract agreement raises pay



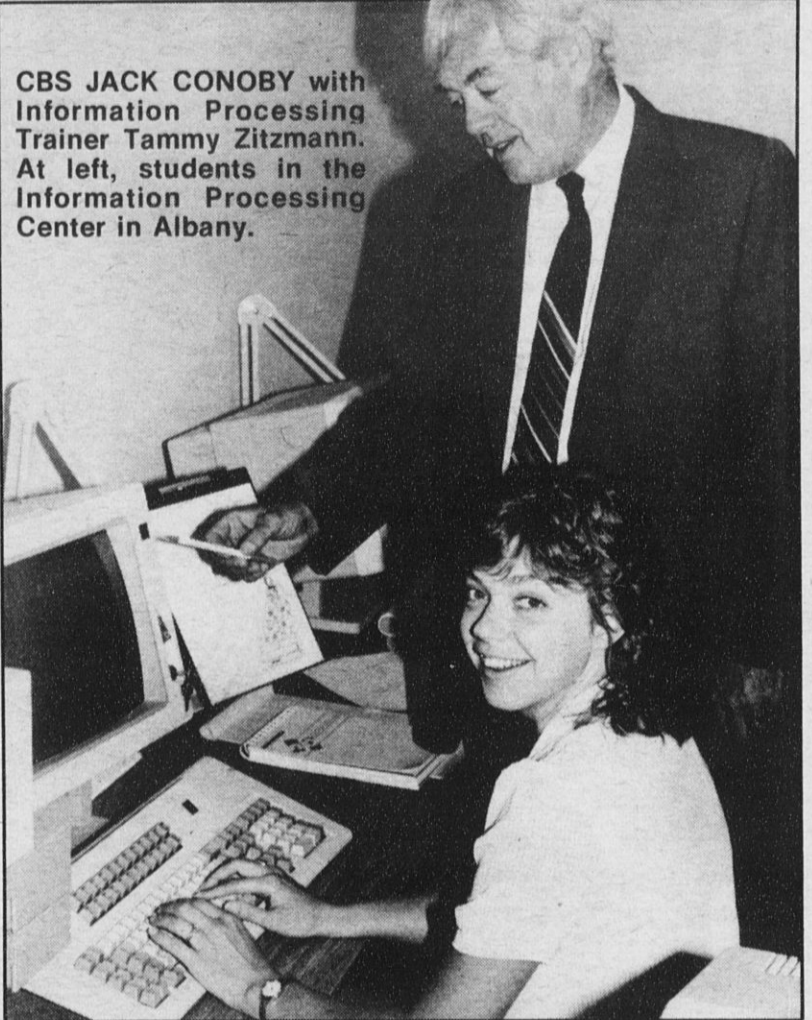
A recently signed three-year contract for employees who are members of the newly organized Village of Mt. Kisco clerical unit will result in 5.5, 5.5 and 6 percent salary increases.

According to Region III Field Representative Dolores Tocci, the agreement, retroactive to June 1, 1984, also provides other gains for the employees. Added to the salary increases are bereavement leave, clarification of vacation policy, a longevity schedule and agency shop.

Witnessing the signing of the three-year agreement are Village of Mt. Kisco Unit President Theresa Sinocchi (seated), and Village Manager John Pierpont. Looking over their shoulders is Region III Field Representative Dolores Tocci and Unit Vice President Josephine Bay.



CBS JACK CONOBY with Information Processing Trainer Tammy Zitzmann. At left, students in the Information Processing Center in Albany.



## New training centers **BASICally** the final word in word processing

ALBANY—For your information, it's been more than a year.

More than a year that is, since the opening of the Albany Information Processing Center. Last April, the center began offering courses in word processing as part of the Clerical and Secretarial Employee Advancement Program (CSEAP), a program established by the state contract in 1979.

The courses are available to state employees in the ASU bargaining unit and have been so popular in Albany that the program has expanded to include workers in New York City and Buffalo.

According to Collective Bargaining Specialist Jack Conoby, CSEA is the only union to offer such an opportunity to its members. He calls the program's center on Central Avenue

in Albany a "model training center."

"It's got the newest equipment," he said. "It's a model in terms of the way a word processing office should be set up. The lighting, the computer screens, even the furniture all are placed to make work efficient and comfortable."

Nearly 1,000 state employees in Information Processing titles have taken the CSEAP courses. This year, night classes will be offered to state employees interested in word processing.

Other plans for the near future include courses in the operation of personal computers. Presently, the Albany center has 7 computers which will be used for training in BASIC language.

Conoby says that a primary goal of the program is to expand word processing and computer training into more locations in the state.

Although there is no title for state employees who operate personal computers, Conoby pointed out that Information Processing titles in state service were a result of union negotiations. "We hope to do something similar with personal computer operators," he said. "That's the direction the state is going in."

Conoby credited the CSEAP statewide committee with promoting the program. "They've been a very active committee and they've made the program a success."

ASU state employees interested in enrolling in the program should contact their local presidents for information.

## *Sick of clerical work? Consider this*

ALBANY—Are you in the midst of a career change? Do you want to go beyond routine clerical duties? Are you interested in broadening your job horizons?

If you're a state employee in the ASU bargaining unit, you can take advantage of CSEAP's Transition Training Courses this Fall and work your way toward your career goals.

Not only are there a number of choices, the classes are being held in 12 different locations throughout the state. Best of all, the courses are free for ASU employees.

While the courses are intended for clerical employees, they are not intended to sharpen clerical skills. The purpose of the program is to broaden knowledge so that such workers are capable of taking on new responsibilities.

Titles of some of the courses to be offered this fall are:

- \*Coping with Job Stress;
- \*Managing Your Time;
- \*Public Speaking;
- \*How to Have Productive Meetings;
- \*Effective Problem Solving;
- \*Fundamentals of Writing;
- \*Beginning Accounting;
- \*How to Tackle a Research Project;
- \*Overview of State Government;
- \*How do Managers Manage?;
- \*Grammar and Punctuation;
- \*Basic Math: A Skills Refresher.

For more information on registration and courses offered, contact your local president or Employee Advancement Section at (518) 457-6306.

## **CSEA staff opening in Research**

ALBANY — CSEA is accepting resumes from candidates interested in being considered for the vacant position of Assistant Director of Research.

The position is the second line of supervision in a department of 10 employees, and the successful candidate will have responsibility for directing and supervising the staff.

CSEA's Research Department is responsible for the development of statistical data and organizational policies in support of union collective bargaining proposals.

Candidates must possess a Bachelors Degree with a major in economics, math or statistics, and a minimum of five years of experience

in an appropriate field, including supervisory experience.

Qualified applicants should submit a resume with salary history no later than Sept. 23 to Director of Personnel, Civil Service Employees Assn., P.O. Box 125, Capitol Station, Albany, N.Y. 12224.

## Irene Carr invades management's turf, tells 'em

# 'machinery has been emphasized over people who operate the machinery'



HOT SPRINGS, ARK.—CSEA statewide Secretary Irene Carr admits to having felt a little bit like a lamb walking into the lion's den when she addressed delegates to the 17th annual meeting of the National Association of State Information Systems here recently.

Speaking on the subject of "Ergonomics," Carr told the group of information systems management representatives that "machinery has been emphasized over the people operating the machinery," and that the quality of life for people working with new technology must be properly addressed.

Carr told the delegates that while "all of us, I am sure, have been impressed by these new way to do old jobs...I wonder how many of you have been concerned about the impact these 'new ways' have had on working people?" Ergonomics, she told them, is a systematic way of researching and designing workplace conditions so that people and things interact most effectively and safely.

Carr told the management representatives from across the nation how CSEA and AFSCME have aggressively sought ways to accommodate new technologies while remaining committed to being certain that video display terminal (VDT) operators can work in safety and comfort while improving productivity. She noted how CSEA and AFSCME funded the largest study of VDT operators ever undertaken to determine problems associated with new technology and how to correct them.

"I am not against the introduction of computers and electronic display technology. Far from it. I am excited about the potential for increased productivity and creativity in the world of information processing. But I think we must temper our enthusiasm with realism. And realism tells me that there are three major problem areas," Carr said. Those problems which must be addressed immediately, she said, involve the lighting and visual orientation of the work station for VDT operators, the physical design of the VDT work station, and job stress associated with VDT work.

Carr pointed out that VDT work requires operators to maintain near focus for long per-

iods of time, causing special visual problems. Wearing conventional bifocals or contact lenses both pose special concerns. Eye checkups before starting work on VDTs and regular checkups thereafter are a must, she said.

She told the informational systems represen-

tatives to pay special attention to lighting problems associated with VDT work stations. In addition to the many variables associated with VDT lighting concerns, Carr reminded the delegates that "in the past 50 years, light levels have dramatically increased. The eye, however, has not changed." Room lighting, screen brightness and contrast, and light reflection are among the most common complaints from VDT operators.

As for design of VDT work stations, Carr noted "the transition from typewriter to VDT has happened so rapidly that typewriters are often used on the same desks and the same chairs designed for typewriters. Thus, operators are forced to assume uncomfortable or unnatural sitting positions which result in back, neck, shoulder and leg strains."

Carr spoke in great detail about the importance of work station design and use of proper equipment to the study of ergonomics.

As for the problems of stress, Carr said, "Job stress strains both body and soul. Proper attention needs to be paid as to how the work station is set up as well as to what equipment is purchased. And in making these decisions it is important to touch base with employees who will be doing the actual work. They should be part of the decision making. They will be using the equipment, they should be involved in the process. Remember—involvement is the best way to inspire workers so that they will want to tap the technologies full potential."

Carr said unions today, especially CSEA and AFSCME, are anxious to participate at policy levels to become active partners in forging new frontiers in technology. She described how CSEA helped fund a unique work processing training center in Albany (see page 5 for related story) as an example.

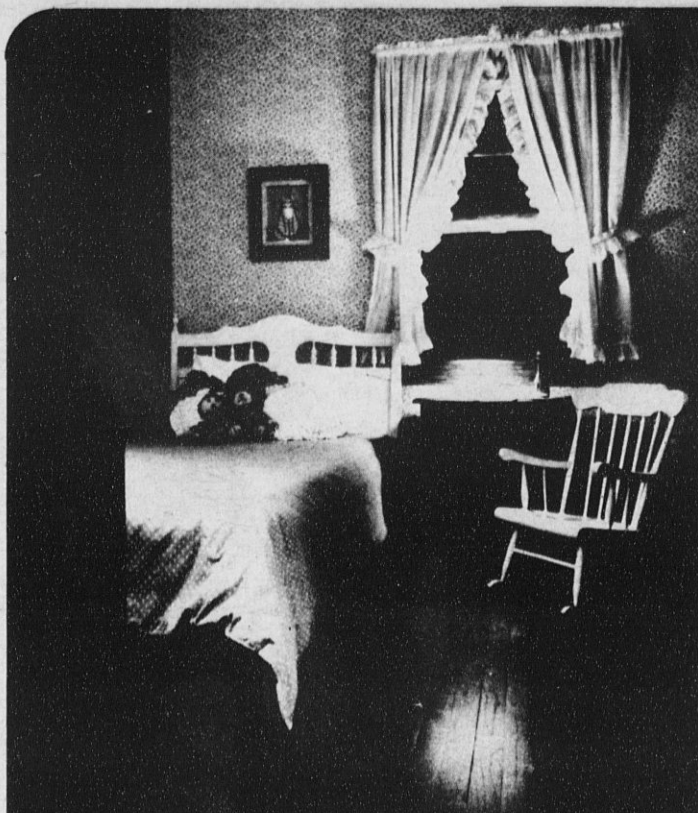
Ergonomics—the study of people in relation to their work—is good for business, Carr said. Ergonomics "delivers higher output, more accuracy, better morale, and less turnover."

And, said Carr, "Its benefits include the human factor—satisfied people use less sick leave, are less fatigued, run up fewer medical bills, and stay on the job longer."

Concluded Carr, "Technology today is progressing at a fantastic rate. Third-generation computers are on the line. These advances put special burdens on both labor and management. We must be prepared to utilize the new technology not simply for profits but also to improve our work lives."



CSEA Secretary Irene Carr



**IN THE TIME  
IT TAKES YOU TO  
GET YOUR CHILD  
READY FOR SCHOOL  
ANOTHER CHILD  
WILL HAVE  
DISAPPEARED.**



# CHILD FIND

## 1-800-I AM LOST

"The Public Sector" periodically publishes photographs and information about missing children registered with Child Find, Inc. of New Paltz. Child Find is a non-profit organization which works with a national network of teachers, social service groups and law enforcement agencies to help locate missing children.

Child Find maintains a toll-free number, 1-800-I AM LOST, which persons with any information about missing youngsters can call with complete confidence. According to Child Find, the organization becomes involved with mostly parental abduction cases, and that about 95 per cent of the children the organization is looking for were abducted by one of their parents.

The child below, Audrey Vanessa Ruff, disappeared on June 12, 1984 from Tampa, Fla. If you believe you have information relative to this or any other missing child, immediately contact Child Find on the toll free number, 1-800- I AM LOST.



Audrey Vanessa Ruff  
Birthdate: 11-17-83  
Abducted: 6-12-84  
CF-3423

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If you're a CSEA member who is planning to buy furniture, jewelry, a major appliance or an automobile in the near future, your purchasing power has been substantially increased thanks to United Buying Service.

Through UBS, the oldest and largest discount buying service in the state, CSEA members can obtain large discounts on a wide variety of products and services.

This special discount buying service is being made available to CSEA members at no cost and no obligation of any kind to those members using the program.

CSEA President William L. McGowan said that while UBS has an excellent record for delivering

high-quality products and service at substantial savings, "members should continue to be smart shoppers by looking for the items they want at local stores and shopping for sales first to be sure that UBS is providing the best prices for those major purchases."

To use the service, call the numbers provided and give the make and model number of the item you wish to purchase. You will be quoted UBS's lowest price and, if you wish, your order can be placed by phone and delivered to your home.

Brochures explaining the service are available to members through your local or unit president.

The 1986 automobiles will be available in late September. Discounts are now available on purchasing and leasing of these 1986 models. For complete information, brochures will be available through your CSEA Local president during the last week of September.

**To avail yourself of United Buying Service discounts, call this number and identify yourself as a CSEA member:**

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or **685-5252**

**WESTCHESTER and**  
**UPSTATE NEW YORK**  
**(800) 522-3131**

# CSEA Retirees set first conference September 30



CSEA RETIREES COORDINATOR LEO HOPE

ALBANY — "A good opportunity to address the unique problems and the future of retirees" is the way CSEA Retiree Coordinator Leo Hope described the first CSEA Retirees Convention to be held Sept. 30 through Oct. 3 at the Concord Hotel in Kiamesha Lake.

Hope added that the annual meeting will include discussion on pension, health insurance and "the political action necessary to not only protect what we now have, but how we can use our political influence to at least maintain our standard of living."

Hope says that a number of seminars are planned that will be of special interest to retirees. They include:

- Legislative and Political Action Update: an update of legislation pertaining to retirees and an overview of how a legislative bill is put together;
- Officers Training: How to conduct meetings, how to keep your members interested and actively participating;
- Preparation of the 1986 Legislative Program and the problems which were encountered with the 1985 program;
- Election Procedures for retiree locals; and
- New Government Employee Health Program (Empire Plan): how it affects retirees.

Speaker for this program will be Nelson Carpenter, associate director of the Governor's Office of Employee Relations.

Other major speakers will include Statewide President William McGowan; statewide Secretary Irene Carr; and New York state Assemblyman Paul Harenburg of Suffolk County who is Chairman of the Assembly Aging Committee.

Hope says that the meeting will give the retirees a chance "to show that they are a force to be reckoned with."

Those wishing more information on the convention should contact Hope at CSEA headquarters.



## Rallying Against apartheid

LETCHEWORTH LOCAL 412 MEMBERS marched with a number of local organizations and churches in a rally against the apartheid government in South Africa. Participants included Sal Greco, Martin Sherow, Steve Edwards, Local 412 President Bob Watkins and Region III President Pat Mascioli.

CSEA MEMBERS FROM REGION III participated in a march against Apartheid held recently in Rockland County. Pictured here from left are Letchworth Local 412 members Sal Greco, Sarah Jackson and Steve Edwards; Region III Field Representative Chris Lindsay; Rockland County Unit member Vicki Burton; Rockland Psychiatric Center Local 421 President Glenda Davis; Westchester Local 860 members Grace Ann Aloisi and Irene Amaral; Region III President Pat Mascioli and Rockland County Unit President Florence Kimmel.





# Come to The Fair!

Region I Membership Fairs  
celebrate CSEA's 75th Anniversary



**SUFFOLK**

**NASSAU**

75th and 150th member to enter the Fair  
will each receive a color television set

## PRIZES

*Donated by Our Providers*

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*Help us celebrate our 75th year of*

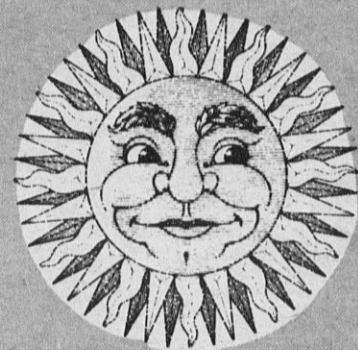
## SOLIDARITY

**Information Booths  
Feature**

Handouts and Token Gifts  
from

CSEA Staff Members, Committees  
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*Win*



*A Week*

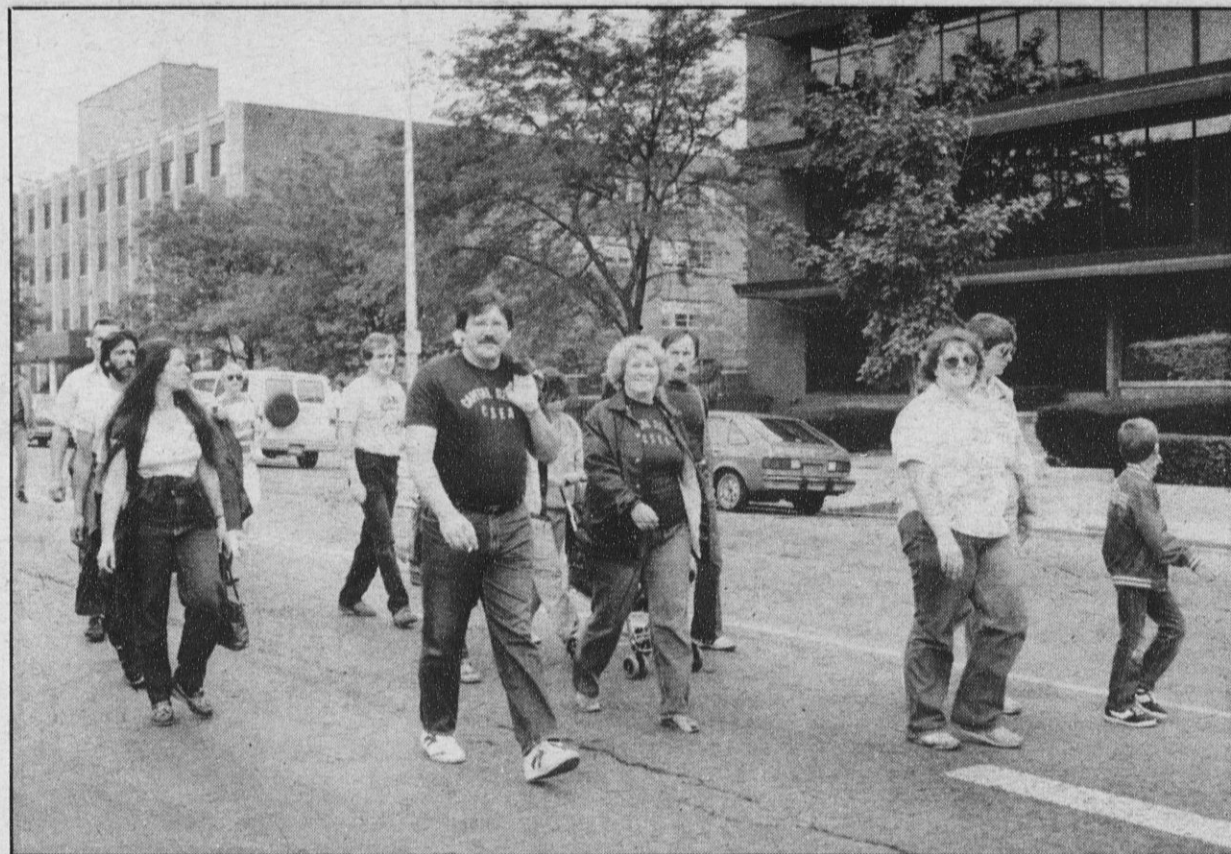
*in*

**SUNNY  
ACAPULCO**

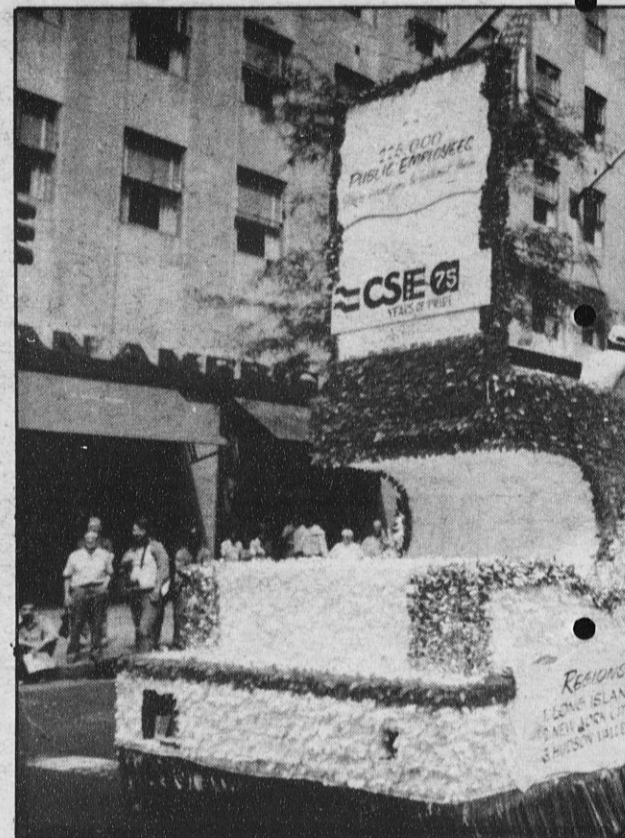
**Suffolk Thursday, September 19 3-9 p.m.**

**Smithtown Sheraton  
110 Vanderbilt Motor  
Parkway, Hauppauge  
Island Inn  
Old Country Road,  
Westbury**

**Nassau Wednesday, September 18 3-9 p.m.**



REGION IV PRESIDENT C. Allen Mead marches in Albany's Labor Day parade with other CSEA activists. In background, right, is new CSEA Headquarters.



CSEA'S FLOAT down Fifth Avenue.



TOTING SIGNS FOR CAUSES were Gloria Scott, left center, from Downstate Medical Center Local 646, and John Cheslin of Retirees Local 910.



CSEA REGION IV FIRST VICE PRESIDENT Joan Tobin, left, with Josephine Sano, president of the Albany County Central Federation of Labor, on the air for Labor Day.

# LABOR DAY

## in Albany and New York City

Labor Day festivities in Albany and New York City drew thousands of participants this year, including scores of CSEA members who marched in parades and took part in rallies.

New Yorkers watched the traditional Labor Day parade up Fifth Avenue. Marching this year were CSEA presidents representing four different regions: Danny Donohue, Region I; George Boncoraglio, Region II; Pat Mascioli, Region III; Jim Moore, Region V.

CSEA leaders took time out during their march to mingle with union-endorsed candidates, including mayoral hopeful Carol Bellamy, and members waved placards in support of the politicians.

In Albany, the day began with fiery debate and ended with volleys of shooting-stars in the sky. The air waves of radio station WQBK crackled at 7 a.m. with a hot pro-union/anti-union dialogue between Region IV First Vice President Joan Tobin and an anonymous adversary. "When President

Reagan broke PATCO that was a signal to big business to do anything it wanted to organized labor," Tobin held, sticking to her guns.

Scores of CSEA activists participated in a parade through Albany's downtown and a rally outside the Capitol. More than 2,500 participants were still on hand later that evening as a spectacular show of fireworks illuminated the dusk sky over the Hudson River.

Paul Cole, secretary-treasurer of the state AFL-CIO addressed an enthusiastic audience at the Capitol rally. "Labor today is the most vital and potential power this planet has ever known, and its historic mission is as certain of ultimate realization as is the setting of the sun.

"The announcement of labor's death are greatly exaggerated," Cole said, pointing out that the labor movement in New York state continues to grow and remain a vital force for working people.

## People: the bottom line

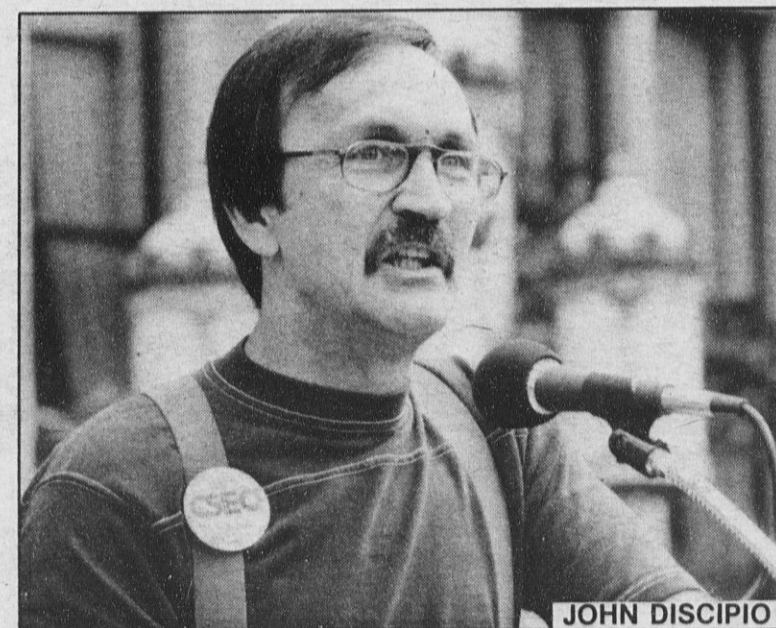
ALBANY—"Labor Day is a forgotten holiday for the vast majority of the population of this country. More people are busy planning picnics today than honoring the source of their economic viability—UNIONS."

John DiScipio shouted those words from a podium outside the state Capitol during a Labor Day rally here. DiScipio, a CSEA striker, was the leader of a successful weeklong campaign to save the jobs of 15 fellow members of Hudson Valley Community College's Faculty Student Association this year. In his brief remarks,

DiScipio touched on the basic reason for a union's existence—people.

"I have found that the major difference between labor and management is their respective view of something called the bottom line. Management looks at the bottom line and sees numbers, profit and loss margins, black and red ink.

"Unions look at the bottom line and see people. People who are raising families, paying taxes, working hard for a little food, clothing, shelter and, if they're lucky, a little bit of something called dignity," said DiScipio.



JOHN DISCIPIO



MARY SULLIVAN, chairwoman of CSEA's Local Government Executive Committee, left, and CSEA statewide Secretary Irene Carr in Albany.



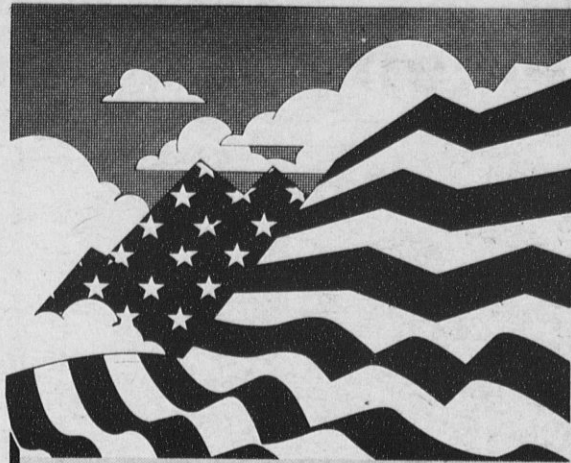
FOUR OF CSEA'S SIX REGIONAL PRESIDENTS spend Labor Day in New York City. Pictured, from left, with politicians: Jim Moore; Peter King, backed for Nassau County comptroller, Republican; Danny Donohue; Pat Mascioli; Carol Bellamy, backed for New York City mayor; and George Boncoraglio.



LONG ISLAND ACTIVISTS William Maccaro and Barbara Harrington of Suffolk County Local 852 on their way up Fifth Ave.



FLORINE MARKS, Nassau Local 830, found the best way to take in the sights and sounds of New York's parade.



# CSEA announces endorsements in Nassau, Suffolk elections

HAUPPAUGE — Because "they've all either shown CSEA consideration in the past or have a strong inclination toward working with us in the future," CSEA has endorsed dozens of candidates in Nassau and Suffolk Counties for the Fall elections, according to CSEA Region I President Danny Donohue.

"This list is representative of those candi-

dates whose philosophy is the same as the union's. All of these people are willing to discuss the needs and problems of working men and women," Donohue said.

The following gained CSEA endorsement only after "the Political Action Committee interviewed all the candidates in a hot-seat fashion," the regional president said.

## NASSAU COUNTY ENDORSEMENTS NASSAU COUNTY

County Executive	Francis Purcell
County Comptroller	Peter King
County Clerk	Harold McConnell
Chair. Bd. of Assessors	Abe Seldin

## TOWN OF HEMPSTEAD

Presiding Supervisor	Thomas Gulotta
Supervisor	James Bennett
Council	Eugene Weisbein
Council	Richard Guardino
Council	Martin Bernstein
Town Clerk	Daniel Fisher
Receiver of Taxes	Robert Livingston

## TOWN OF NORTH HEMPSTEAD

Supervisor	John Kiernan
Council	Gerard Cunningham
Council	Joseph Guarino
Town Clerk	John DaVanzo

## TOWN OF OYSTER BAY

Supervisor	Joseph Colby
Council	Angelo Delligatti
Council	Howard Hogan
Council	Kenneth Diamond
Council	Douglas Hynes
Town Clerk	Ann R. Ocker

## CITY OF LONG BEACH

Supervisor	Hannah Komanoff
Council	Bruce Bergman
Council	Kevin Braddish
Council	Pearl Weil

## CITY OF GLEN COVE

No endorsement

## SUFFOLK COUNTY ENDORSEMENTS

### TOWN OF BABYLON

Supervisor	Anthony Noto
Council	Francine Brown
Council	Ann Allmendinger
Town Clerk	Ray D'Abramo
Supt. of Highways	James Harrington

### TOWN OF SMITHTOWN

Supervisor	Patrick Vecchio
Town Clerk	Victor Liss
Supt. of Highways	James Dowling

### TOWN OF HUNTINGTON

No endorsements

### TOWN OF BROOKHAVEN

Supervisor	No endorsement
Council	Donald Zimmer
Council	Eugene Gerard
Council	William Martin
Supt. of Highways	Harold Malkmes
Town Clerk	Stan Allen

### TOWN OF ISLIP

No endorsement

### TOWN OF SOUTHOLD

Supervisor	Francis Murphy
Council	Jeanne Cochrane
Council	Raymond Edwards
Town Clerk	Judith Terry
Supt. of Highways	Ray Jacobs

## SUFFOLK COUNTY

Sheriff	No endorsement
Treasurer	No endorsement
District Attorney	No endorsement

### TOWN OF SOUTHAMPTON

Council	Kelsey Marachal
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## SUFFOLK LEGISLATURE

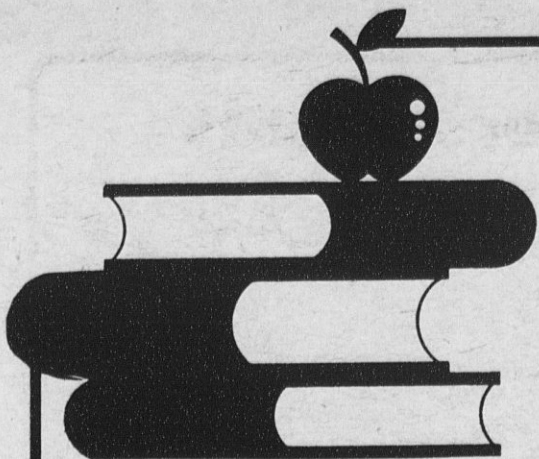
1st Leg. District	Remy Bell
2nd Leg. District	John Knapp
3rd Leg. District	John Foley
4th Leg. District	Rose Caracappa
5th Leg. District	Steve Engelbright
6th Leg. District	Barbara Barnett
7th Leg. District	No endorsement
8th Leg. District	No endorsement
9th Leg. District	Joseph Rizzo
10th Leg. District	Philip Nolan
11th Leg. District	Patrick Mahoney
12th Leg. District	Sondra Bachety
13th Leg. District	Peter Monaco
14th Leg. District	Lou Howard
15th Leg. District	Michael Schoenfeld
16th Leg. District	Tony Bullock
17th Leg. District	Jane Devine
18th Leg. District	No endorsement



**BABYLON CANDIDATES** met with CSEA Political Action Committee members recently to discuss endorsements. From left are Babylon Councilwoman Francine V. Brown, Babylon Councilwoman Anne M. Allmendinger, CSEA PAC Co-Chairman Michael Curtin, PAC member Catherine Green, Babylon Town Supervisor Anthony Noto, CSEA Region I President Danny Donohue, and PAC member Eileen Ronayne.



**NASSAU COUNTY EXECUTIVE FRANCIS T. PURCELL**, third from right in front row, met with these CSEA activists recently. From left are Region I President Danny Donohue, PAC member Carol Craig, PAC Co-Chairman Michael Curtin, PAC member Catherine Green, Executive Purcell, PAC member Robert Specht, PAC Co-Chairman Tom Stapleton, and PAC members Al Henneborn and Rita Wallace.



# Union leaders call for efforts to end the tragedy of illiteracy

Dear CSEA member:

International Literacy Day on Sept. 8 draws our attention to a national tragedy. More than 27 million Americans, one in five adults, is functionally illiterate. They can't read job applications, street signs, labels or the front pages of the newspaper.

Our work as public employees makes us acutely aware of the devastating costs of illiteracy to the public we come in contact with and to society as a whole. Millions of adults simply drop out of society in frustration and shame. Poverty, unemployment, crime, and human suffering cost each of us as members of our communities.

Functional illiteracy also keeps some workers, including many of our fellow brothers and sisters, from advancing in their jobs.

Once again, the Reagan administration has turned its back on this national disaster that can be corrected. While publicly supporting the fight against illiteracy, it has hypocritically advocated cutting needed government funding.

Each of us can help alleviate the problem. Although Sept. 8 focuses our attention on illiteracy, programs need to be ongoing so that we can help solve this problem altogether.

**GERALD W. McENTEE**  
President, AFSCME

**WILLIAM LUCY**  
Secretary-Treasurer, AFSCME

**WILLIAM L. McGOWAN**  
President, CSEA  
Int. Vice President, AFSCME

**JOSEPH E. McDERMOTT**  
Exec. Vice President,  
CSEA Int. Vice President, AFSCME

**DANNY DONOHUE**  
President, CSEA Region I  
Int. Vice President, AFSCME

#### IT'S A FACT:

\* One in five Americans cannot read the front page of a newspaper.

\* Approximately 13% of all 17-year-olds in this country are considered functionally illiterate.

\* Functional illiteracy costs the government about \$225 billion in welfare payments, crime, mistakes on the job, lost tax revenue and remedial education.

Functional illiteracy is the inability to use reading, writing and computation skills in everyday life situations. A functional illiterate person cannot:

- \* read a medicine bottle.
- \* locate a telephone number in a directory.
- \* use a bus schedule
- \* take a driver's test

## Reading: You and Your Children



You are the most important teacher to your children. Your attitudes toward and values about reading, learning and school affect your children's level of interest. Below are some suggestions for encouraging your children to develop healthy interests in reading:

- (1) Find books and magazines related to their interests — they will be more likely to read them.
- (2) Subscribe to magazines in your children's own names.
- (3) Make regular trips to the library with your children. Help them become familiar with everything the library offers.
- (4) Set aside time on several occasions per week to read to and with your children.
- (5) Discuss with your children the books they have read — what they liked, didn't like, and what they would have changed if they had written the story.
- (6) Read signs and labels in your children's environment. Encourage them to read the same signs to you. This includes road signs as well as toothpaste labels or cereal boxes.
- (7) Encourage your children to develop scrapbooks on topics of interest to them. Include pictures, articles in magazines, etc., that relate to that topic.
- (8) Write notes to your child — where you are going, a task that needs to be done, telephone messages.
- (9) Encourage them to write letters to friends and relatives.
- (10) Offer to tape your children while they are reading. Many children enjoy hearing how they sound on a tape recorder.
- (11) Keep the television set in a location away from the children's reading area to reduce distractions and temptations.
- (12) Buy children's encyclopedias and dictionaries. Encourage your children to use them to find out specific information or simply browse through them to learn.

\*Adapted from Coalition for Literacy "Help Your Child Succeed in Reading."

### COMMUNITY ACTION PROGRAM



## Here's how your Local can help

There are several community action projects that CSEA Locals can undertake to help reduce functional illiteracy.

(1) Sponsor an AFSCME Literacy Program for members and/or the community. Contact the AFSCME Community Action Program at (202) 492-5097 for information and assistance.

(2) Join your area Coalition for Literacy. You can find the group nearest you by calling the Contact Literacy Center at 800- 228-8813. As a member, your local will find out what kinds of help you can provide to fight illiteracy in your area.

(3) Publicize the issue. Most Americans don't realize how widespread illiteracy is in this country. The more the public is aware of the problem, the less stigma there will be and the more likely people will be to seek help or volunteer.

# Prep booklets can help you achieve career advancement through promotions

Career advancement and civil service promotional exams are never far from the minds of public employees. And for public workers in either the state or local government arena, CSEA is offering self-study booklets that should help individuals improve their test scores in a wide range of civil service exam areas.

A dozen booklets are available to help individuals prepare for state exams. And CSEA has available four exam preparation booklets for employees in local political subdivisions.

And the union is also offering something that should prove beneficial to everyone—cassette tapes designed to help people combat the effects of stress through relaxation.

All of the items are available from CSEA's Education Department for CSEA members. As indicated, non-CSEA members can obtain the exam prep booklets directly from Cornell University at the same price. Each booklet costs \$1.50, while the cassette relaxation tape, available only through CSEA's Education Department, cost \$2.50 each.

Interested individuals should use the proper order form below and mail the completed form to CSEA, Education Department, 33 Elk Street, Albany, N.Y. 12207.

## Local Government prep booklets

## Relaxation Tape cassette offer

## State Examinations prep booklets

CIVIL SERVICE EMPLOYEES ASSN.  
ATTN: EDUCATION DEPARTMENT  
P. O. BOX 125  
CAPITOL STATION  
ALBANY, NEW YORK 12224

Please send me the booklet(s) indicated. I understand the price is \$1.50 (which includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for \$\_\_\_\_\_ to cover the cost of this order.

- Secretarial and Typing Series for Counties, Municipalities and Non-Teaching School District Personnel
- Custodial Series for Counties, Municipalities and Non-Teaching School District Personnel
- Social Welfare Examiner Series
- Caseworker Promotional Exam Series

Please send booklet(s) to:

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ STATE/ZIP \_\_\_\_\_  
SOCIAL SECURITY # \_\_\_\_\_  
CSEA LOCAL \_\_\_\_\_  
EMPLOYER \_\_\_\_\_

CIVIL SERVICE EMPLOYEES ASSN.  
ATTN: EDUCATION DEPARTMENT  
P. O. BOX 125  
CAPITOL STATION  
ALBANY, NEW YORK 12224

Please send me \_\_\_\_\_ relaxation program(s) on cassette tape at the price of \$2.50 EACH. I have enclosed a check or money order, payable to CSEA, for \$\_\_\_\_\_ to cover the cost of this order.

Please send tape(s) to:

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ STATE/ZIP \_\_\_\_\_  
SOCIAL SECURITY # \_\_\_\_\_  
CSEA LOCAL \_\_\_\_\_  
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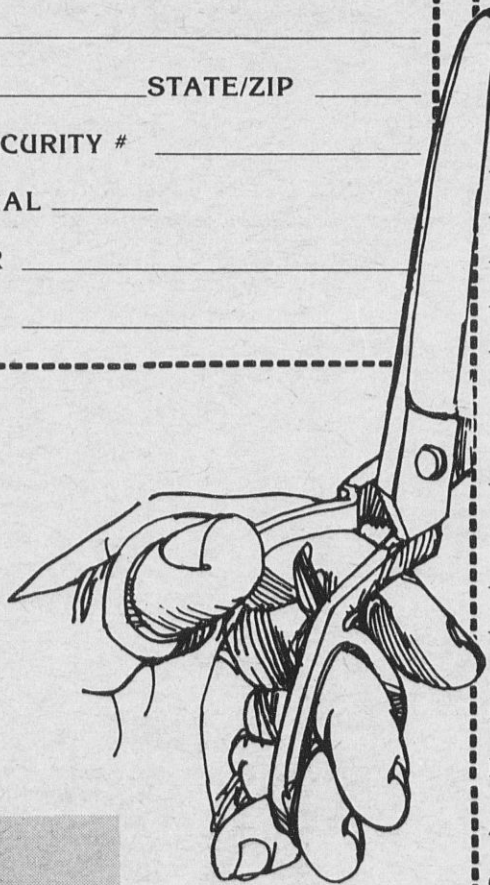
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- Basic Math
- Arithmetic Reasoning
- Understanding and Interpreting Tabular Material
- Understanding and Interpreting Written Material
- Preparing Written Material
- Supervision
- Purchasing and Payroll Practices
- Basic Algebra
- Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled; Therapeutic Approaches
- Principles and Practices in the Treatment of the Mentally Ill/Emotionally Disturbed
- How to take an Oral Exam
- Evaluating Conclusions in the Lights of Known Facts

Please send booklet(s) to:

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ STATE/ZIP \_\_\_\_\_  
Social Security # \_\_\_\_\_  
CSEA Local \_\_\_\_\_  
Employer \_\_\_\_\_



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# Monroe County moves closer to pay equity

**Editor's note:** Comparable worth was dealt a blow this week when a U.S. Circuit of Appeals in San Francisco threw out a lower court ruling that could have forced Washington state to pay \$1 billion in damages to 15,500 workers. But the struggle for women's demands for pay equal with men continues as Monroe County public employees realize in this recent development.

**'Women are breadwinners, too, and the work they provide is of equal value.'**

**Florence Tripi**

ROCHESTER — The goal of equal pay for work of equal value may be a step closer to reality in Monroe County as a result of a preliminary study by a county task force on pay equity.

After discovering a wide income disparity between male and female-dominated county job titles, recommendations for correcting the disparity have been made by the task force. Serving on the task force were Florence Tripi and Patricia Gooden, activists and officers in Monroe County Local 828 and the county employee unit. Community health nurses Ursula Hage and Jan Wall from Local 828 were also on the task force.

The eight-month study showed the job-pay disparity exists even though minimum education and experience requirements are greater for the female-dominated job titles, according to Gooden, who chaired a committee on salary and job evaluation.

"Where education and experience requirements are equal," Gooden continued, "incumbents in male-dominated job classes earn between 21 and 35 percent more than incumbents in female-dominated job classes. That's unfair."

According to Tripi, president of the 2400-member County Employee Unit, positive and prompt action on the recommendations "would be a big step toward bringing the county's workforce fully into the reality of today's awareness that women are breadwinners, too, and the work they provide is of equal value."

"Opponents of pay equity," added Gooden, "frequently invoke the sanctity of the free market. That silly argument was used to maintain child labor, slavery and the exploitation of immigrants."

The Monroe County wage differentials are consistent with studies made in other jurisdictions across the country, the report said, on the basis of full-scale job classification and compensation studies.

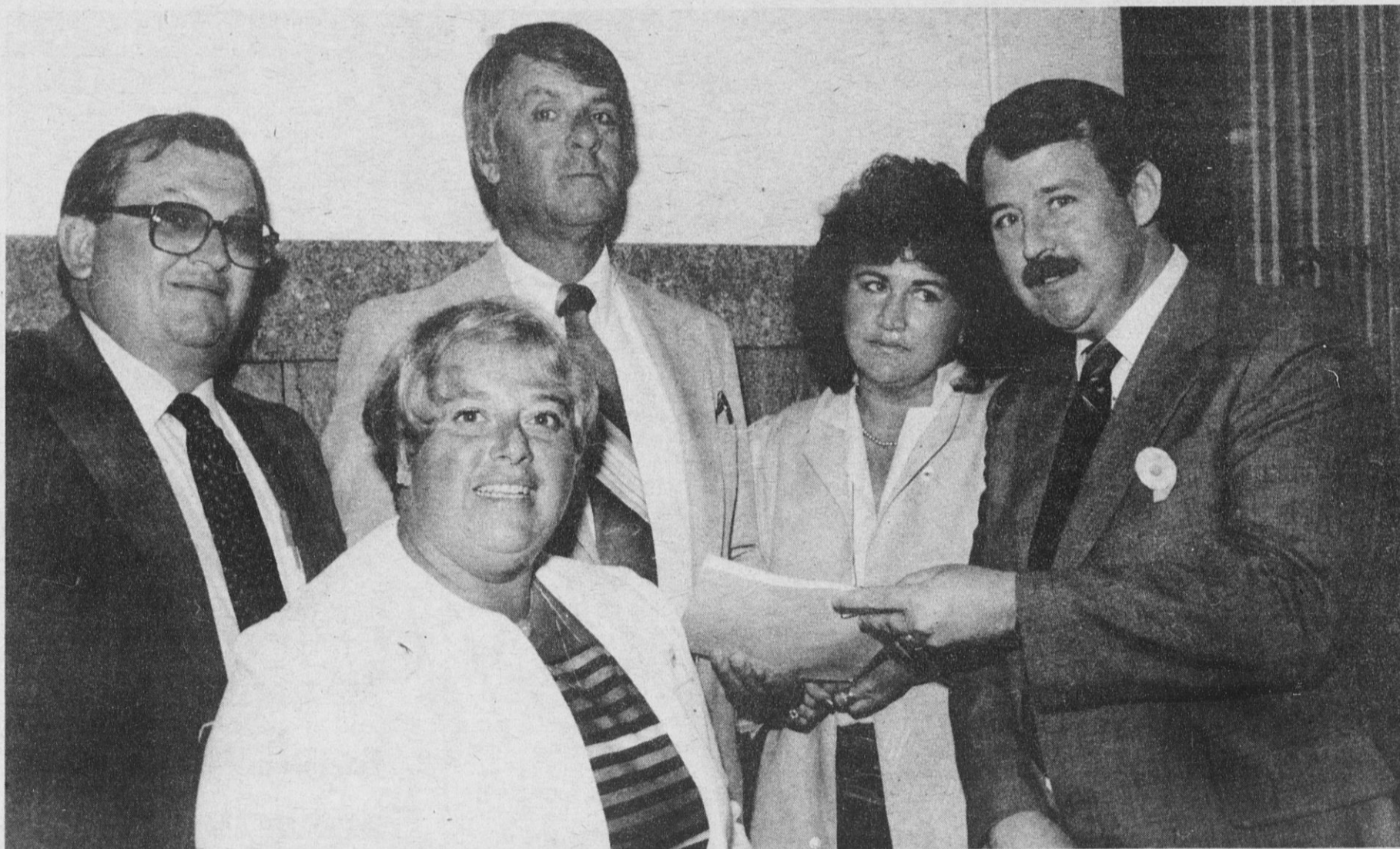
As CSEA has urged in its studies on comparable worth or pay equity, the task force called for action to close the gaps, especially in entry-level positions, where pay differences are "considerable."

The task force called for a full-scale evaluation study to be conducted by an independent, outside consulting firm, to analyze the county's existing job classification and compensation system.

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The recommendations of the task force were referred to the County Legislature by legislators Nan Johnson and minority leader Kevin Murray, both of whom served on the task force.



MONROE COUNTY LEGISLATOR and Minority Leader Kevin Murray (far right) joins with CSEA activists on release of pay equity study. Also pictured (from left) are Local 828 President George Growney,

County Unit President Florence Tripi, Region VI President Robert Latimer, and Pat Gooden, who chaired the study committee.

# Integrated Mental Health:

## Concessions won by union will protect members and clients

By Ron Wofford  
CSEA Communications Associate

ROCHESTER—A pilot mental health program, revised to meet CSEA concerns for its members' jobs and clients they serve, is scheduled to begin operation in Monroe and Livingston counties in early 1986.

The five-year experiment, now called Integrated Mental Health, was known as the Monroe-Livingston Demonstration Project when CSEA successfully fought against its inclusion in the state budget earlier this year.

However, negotiations between CSEA and the state continued, and a plan emerged from those talks that guarantees that any clients discharged from the Rochester Psychiatric Center will continue to receive needed treatment, including readmission to RPC or a community residence.

CSEA also pushed for and gained the inclusion of about 300 area mentally ill persons, presently outside of the network of mental health services, into the plan. These may be "street people," or aged individuals unable to seek skilled psychiatric attention.

The plan, with an overall goal of discharging as many RPC patients as possible to community care facilities, will now include the state, through the Office of Mental Health, on its board of directors.

← **State has a responsibility to care for mentally ill.** →

The state workforce will also be provider of 50 percent of the community care facilities that will be established under the plan, by the third year of the agreement.

The jobs of current CSEA-represented RPC staff are guaranteed secure under the agreement, in that certain staffing levels will be maintained through the life of the agreement. And should any job shifting be deemed

necessary, employees affected will be offered state employment at a work location within 25 miles of RPC or the employee's home.

A training and retraining program to assist current inpatient staff in their transition to providing community care has also been agreed to by the state and CSEA. It is intended that the program will demonstrate the feasibility and economy of retraining state inpatient psychiatric staff providers for service in community programs. The agreement calls for complete design of the training project by Jan. 1, 1986.

In the likely event of RPC staff being transferred to community care residences, those employees will continue to work for the state, under current CSEA-state bargaining agreements, and not for private mental care providers.

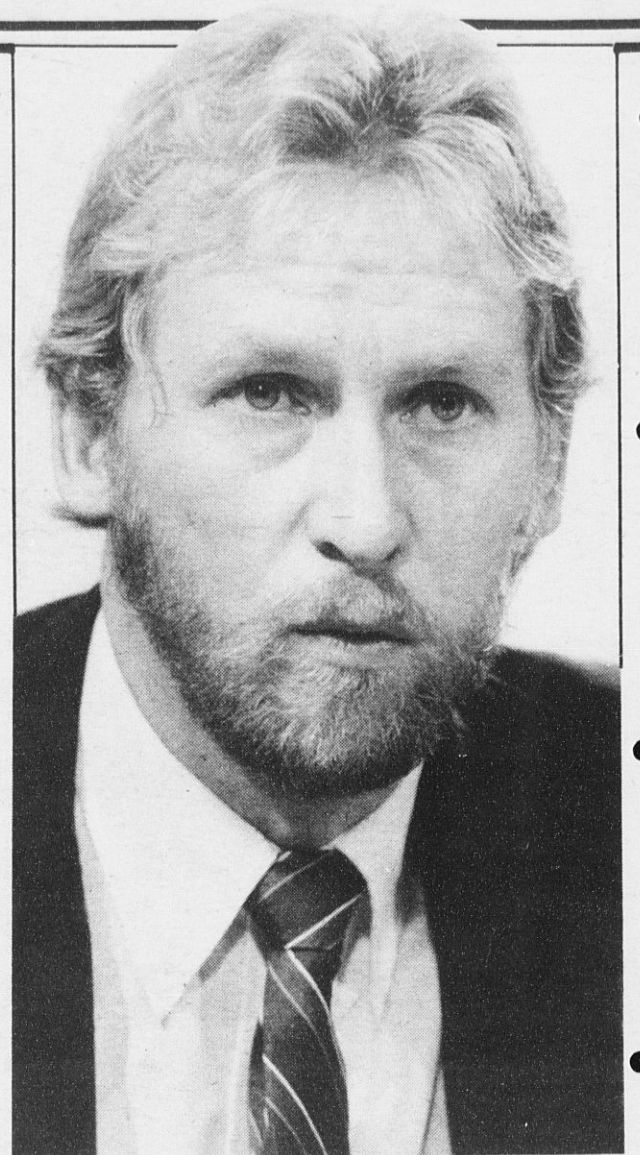
"Our union assured that CSEA workers will go into the community as state workers, maintaining their contractual benefits, when psychiatric center clients are released to community care residences," according to CSEA Director of Collective Bargaining Bruce Wyngaard.

This will take place through the CSEA-state program that will train psychiatric center staff for community residence jobs, so they can accept them as they become available.

While there are currently community residence job titles in the OMRDD field, there is presently no state training for psychiatric community care facilities.

"This is clear example where the union has aggressively addressed matters that were outside the collective bargaining agreement to secure employment security for its members," said Wyngaard. He had earlier served on a state commission studying the future of mental health services. "Direct negotiations and strong political action by the membership and staff were responsible in this becoming possible."

Wyngaard said, "The state has a responsibility to care for the mentally ill, whether they are in the community or a state facility. This agreement shows that CSEA can take an active and responsible role in the decision-making affecting mental health clients and our members. Our success is a reflection of our taking issue on the merits of the original proposals as well as our political action effort."



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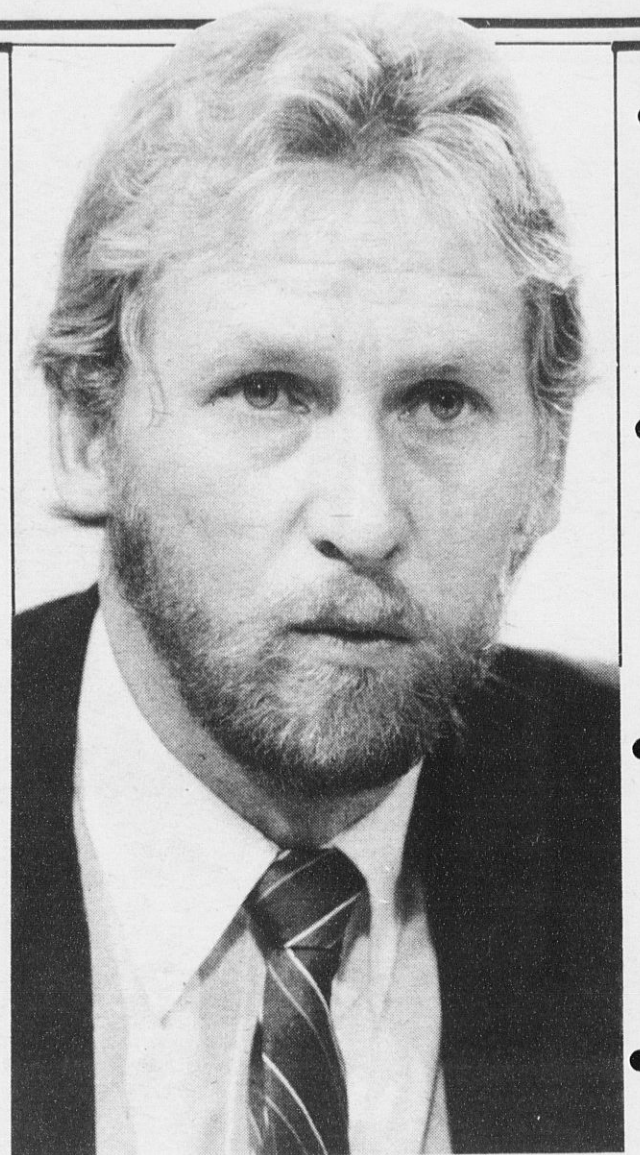
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This will take place through the CSEA-state program that will train psychiatric center staff for community residence jobs, so they can accept them as they become available.

While there are currently community residence job titles in the OMRDD field, there is presently no state training for psychiatric community care facilities.

"This is clear example where the union has aggressively addressed matters that were outside the collective bargaining agreement to secure employment security for its members," said Wyngaard. He had earlier served on a state commission studying the future of mental health services. "Direct negotiations and strong political action by the membership and staff were responsible in this becoming possible."

Wyngaard said, "The state has a responsibility to care for the mentally ill, whether they are in the community or a state facility. This agreement shows that CSEA can take an active and responsible role in the decision-making affecting mental health clients and our members. Our success is a reflection of our taking issue on the merits of the original proposals as well as our political action effort."



Bruce Wyngaard

**← This is a clear example where the union has aggressively addressed matters that were outside the . . . agreement to secure employment security for its members. →**

# • Unique experimental mental health program begins operation in Rochester area in '86

## • How CSEA convinced state to change its plan to one union could accept

ROCHESTER—The route to an agreement on the experimental Integrated Mental Health plan, formerly called the Monroe-Livingston Demonstration Project, was detailed recently for CSEA activists by CSEA Region VI President Robert L. Lattimer.

"You deserve an explanation of how we reached this point," Lattimer told a group of OMH and OMRDD CSEA local leaders and members

of the union's Rochester-area regional political action committee.

Lattimer thanked the union activists for their "tireless efforts" to help defeat the inclusion of the Monroe-Livingston Demonstration Project in the state budget earlier this year. He said letter writing efforts, phone calls and visits to area state legislators turned the tide.

"Your energetic pursuit and persistence paid off by showing that our opposition to this plan in its original form was based on more than just a concern for our jobs," Lattimer stated. "It showed your sincere concern for the well-being of the clientele you serve, as well as those in need of treatment now and in the future, but not presently documented or planned for by any mental health agency."

And while he said the program "has a long way to go before proving itself," Lattimer said safeguards are now in place to prevent a collapse of the system while the experiment goes forward.

He also outlined the history of CSEA's involvement from an early observer role as planning began for the project. Lattimer noted that the resignation of then CSEA Associate Research Director Bruce Wyngaard from the Governor's Select Commission on the Future of Mental Health drew attention to the faulty state proposals. He said Wyngaard resigned when the commission made far-reaching recommendations that "would have dismantled the mental health system as we know it in favor of an unproven plan that had too many gaps in it, and that would have left many, many more mentally ill wandering the streets with no means of recovery."

CSEA Mental Health Consultant Marty Langer told the activists, "Now we have addressed our concerns in a positive way, with safeguards for the public and CSEA members, and a stronger, better project has emerged."

Langer noted, "Capitation issues notwithstanding, the program policy now provides for readmission of any patient in need of it, back to the Rochester Psychiatric Center or a community care facility. They will not be abandoned and left with nowhere to go. As originally proposed, capitation funding might have created significant problems for patients who may have been inappropriately discharged." He continued, "This is because capitation funding, itself, requires that economic considerations be put at the forefront of any treatment plan. This would have translated to a hesitancy on the part of lead agencies to readmit patients for long-term care at RPC."

Langer noted, "Our new agreement requires the existence of a clinical dispute resolution team, empowered, if necessary, to readmit any patient clinically in need of readmission within a 72-hour period."

Capitation translates to a deliver of services based on economics, and not necessarily the best course of treatment, according to Langer. "Capitation categorizes patients into group—types, and then provides services for the cate-

gories based on a predetermined economic outlay. The categories of patients are; the 'hard-core' clients, with a small chance of near-future discharge to the community; the 'come-and-go' client, who is attempting to make it into the mainstream of society but needs periodic support and treatment away from everyday society; and the outpatient who lives in the community but is able to come in periodically for evaluation. Each category of client would have been treated under the economic considerations projected at the outset of the budget plan, with no deviation allowed for various unforeseen circumstances," according to Langer.

"No CSEA-represented employee will lose a job as a result of this program, and RPC will not be gutted and emptied in the process of this experiment," Langer assured.

The training program for community care facilities will be established in conjunction with CSEA and the state, further insuring that the union's expertise will go into the program at the "ground floor level," noted Langer.

**↳ It showed your sincere concern . . . ↴**

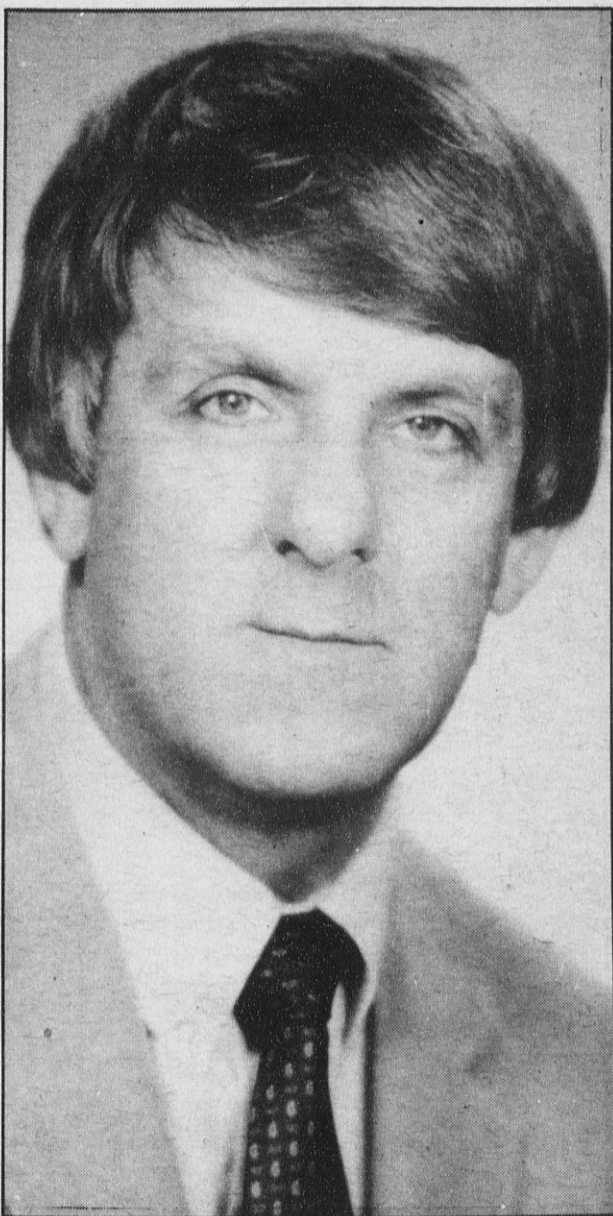
"I think it's time for us to neutralize our negative feelings of the past about this project," Langer said, "now that we are guaranteed a presence at all levels of the project. And you can be sure than CSEA will monitor every aspect to see that the terms of the agreement are carried out."

Attending the information session were, Florence Tripi and Tom Warzel, co-chairs of the Region VI Political Action Committee; RPC Local President Herm Parson and Local officers Eric Spencer, Betty Williams and Wilma Hassar. Also, Monroe Developmental Center Local President Creola Shelton and officers Ruby Everette, Charles Banks, Betty Humphrey; Craig Developmental Center Local President Kathy Button and officer Debbie Dennison; Newark Developmental Center Local President Sharon Vidler; and Monroe County Local President George Growney.

IMH Executive Director Phyllis Marshall attended the meeting at the invitation of Regional President Lattimer, and answered questions about the treatment philosophy of the project.

"We would like to begin with a good atmosphere and we know we'll have to prove ourselves to you and to the public," Marshall said.

CSEA staff members attending included Region VI Director Robert Massey, Field Representatives Charles Bird and Debbie Lee, and Regional Political Action Coordinator Joseph Martin.



Robert L. Lattimer

**↳ Your energetic pursuit and persistence paid off . . . ↴**

# ASBESTOS

## WHY IS THE EPA STALLING?

It is estimated that more than 15 million students and one million employees are being exposed to asbestos in more than 30,000 schools across America. Many of those students probably are sons and daughters of ours, and some of the workers may be CSEA members in school facilities across New York state. The following article, "Why is EPA stalling on asbestos in schools?" is provided by Press Associates, Inc. of Washington, D.C. and published under the "Washington Window" column which appears periodically in The Public Sector.



From the 1940s to the 1970s, asbestos was considered just about the greatest building material since the discovery of brick because of its fireproofing, electrical, thermal and acoustical insulating properties.

Asbestos cement was used for halls, ceilings and storm drainage pipes. Asbestos-containing materials were sprayed and plastered onto ceilings, walls and structural supports. Asbestos jackets were wrapped around boilers, pipes and ducts.

Consequently, more than 30,000 schools housing 15 million students and over one million employees contain asbestos. Some 700,000 other public and commercial buildings contain asbestos that is now deteriorating.

All it takes to send a cascade of microscopic asbestos fibers through the air is a basketball hitting a gym wall, or a custodian moving ceiling panels during routine maintenance.

Maybe a child playing basketball in the school gym will be lucky. Maybe he or she won't inhale a single asbestos fiber, because that's all it takes to cause lung or other cancers 20 to 40 years after the fiber lodges in the body.

But how many parents encourage their children to play Russian roulette? Surely, for parents informed about the very real dangers of asbestos exposure, that must be what it seems their children are risking.

For school and building custodians, the risk is even greater. Their higher exposure levels not only increase the cancer risk for them, but

also the risk of the lung disease asbestosis.

In 1979, the U.S. Environmental Protection Agency promised to take action against hazards from flaking asbestos in schools.

Since then, the EPA has required schools to inspect for asbestos hazards and notify parents and employees of inspection results. But it has not required schools to get rid of asbestos hazards nor established required procedures for abatement.

A poll of regional EPA officials estimated that about 75 percent of asbestos abatement has been done improperly. Testimony by a New York PTA vice president before a House of Representatives panel recently demonstrated why.

Sheila Cohen said that her Baldwin, N.Y. school district made an early commitment to get rid of asbestos hazards and spent several hundred thousand dollars to clean it up. Private contractors were brought in to do the work so school employees were not at risk.

"The contractors had to be monitored, because...the contractor arrived at one of the schools, never having filed the necessary papers with the EPA. They were made to leave and file the papers; they said, 'nobody files,'" Cohen reported.

"Our people had an uphill fight; very little help from federal or state agencies...All the agencies seemed to be waiting for somebody else to write up some specific rule so they could say what schools ought to do; 'this is the mini-

mum standard required of a school district' or 'this is the standard; this is an acceptable level of asbestos.'"

A related problem noted by Cohen is that the lack of uniform federal standards governing asbestos cleanup is making it virtually impossible for contractors to get insurance for asbestos cleanup. Insurance companies say they are unable to calculate risk without standards, and without insurance, many of the best contractors will not perform the work.

During the last year, the EPA has taken some steps to provide technical assistance and develop model contractor certification programs for states.

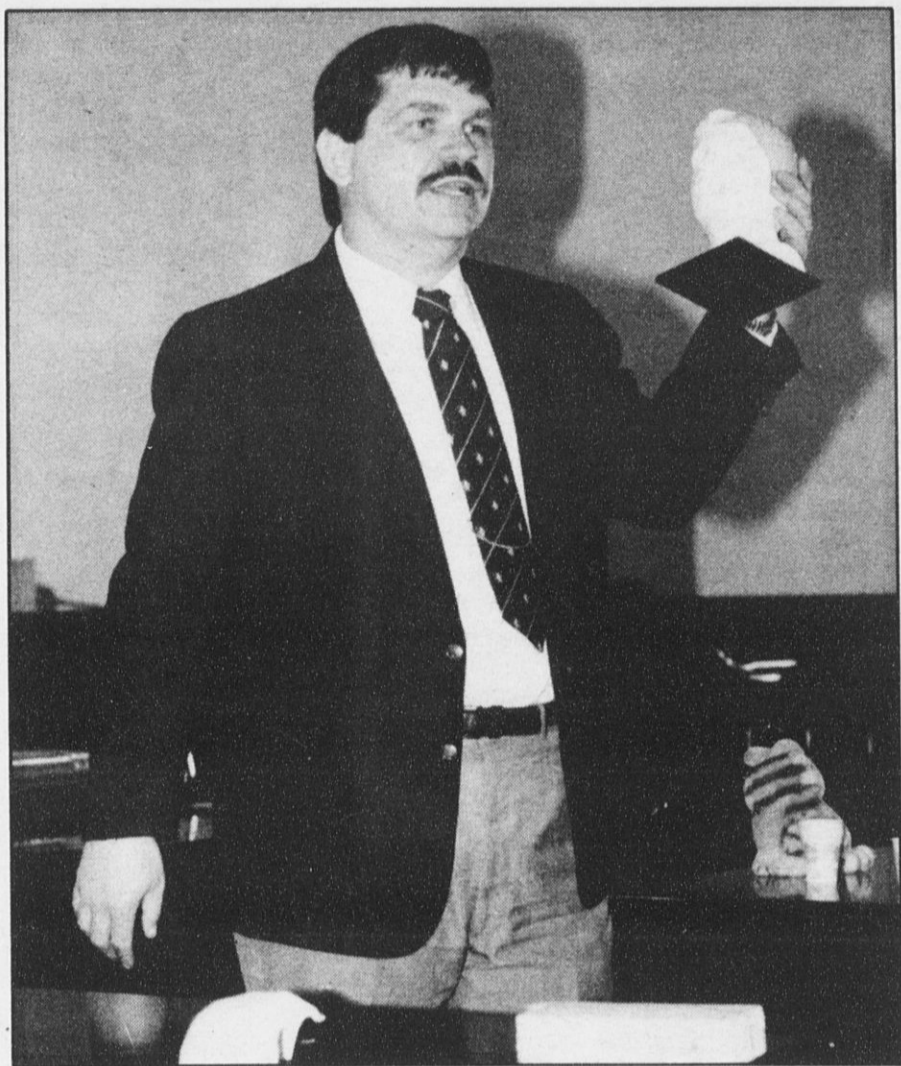
These programs are praiseworthy, as is the EPA's decision to issue a protection rule for asbestos abatement workers not covered by the Occupational Safety and Health Administration's asbestos exposure standard or by state OSHA plans.

An EPA official told the House panel that he changed his mind about issuing asbestos cleanup rules because he thought current programs would provide more immediate help to school districts.

But reports from parents, teachers and school employees nationwide during the EPA's hearings on asbestos last year, and continuing reports such as Cohen's, contradict this excuse. A federal standard on asbestos cleanup is urgently needed, and the EPA knows it.

**CSEA has long been actively involved in identifying, tracking and pushing for removal of asbestos from school buildings and all public buildings throughout New York state. This effort has been hampered by many factors, including a lack of state and federal guidelines and procedures. In an upcoming issue of The Public Sector, we'll explore CSEA's involvement in the asbestos controversy and detail the union's efforts to remove asbestos from public buildings throughout the state.**

# Fulton members learn to cope with volatile public tempers



JOHNSTOWN — "Hold your breath for ten seconds," came the command. Fulton County employees, members of Local 818, drew a breath in unison. Suddenly, a shot rang out in the courthouse, an angry fist crashed on the podium, a dagger flashed menacingly in the air and was plunged into a block of wood.

"Your time is up," shouted the perpetrator as the room released a collective breath. "See? A hell of a lot can happen in ten seconds."

This scenario was not the work of some madman standing trial in the Fulton County Courthouse, but rather one of the hard-hitting techniques employed by Dr. James Clark, director of Monroe County's Mental Health Clinic for Socio-Legal Services. Dr. Clark's workshops are designed to teach those who work directly with the public how to avoid injury or dangerous situations in the everyday performance of duty. Physical attacks occur frequently, and strong verbal abuse is an almost daily occurrence for many. Recognizing the seriousness of the situation, Fulton County management cooperated with Local 818's sponsorship of Dr. Clark's workshop by providing county employees with release time to attend either of two presentations he made during the day.

Interwoven in his animated presentation and theatrical demonstrations were cold, hard facts concerning violence in America during this decade. "One out of every 100 people in this country will be a victim of a violent crime; 10.3 out of every 100,000 people in this country will be the victim of death by homicide," said Clark. "Last year, 2.2 million people in this country were disabled in job-related injuries and there were 390,000 cases of people who contacted a disabling disease on the job," he emphasized in an effort to make people aware that these mishaps don't just strike "other" people.

Those employees who work in agencies such as family court, probation, family services, social services, substance abuse, and mental health are most likely to be exposed to the kind of situation which could lead to violence. Clark stated that many times the public employee can create a situation which is capable of being controlled if they possess a few basic skills.

"The most important defense is to be alert, awake, aware and 'on' at all times. Simple observation can usually provide the necessary sig-

*'The most important defense is to be alert, awake, aware, and on at all times. Observation can usually provide necessary signals of change in someone's emotional state and should be watched at all times.'*

*Dr. James Clark*



**CSEA FULTON COUNTY Local 818 President William Sohl. He arranged presentation after becoming concerned over potential for harm to his members who come in contact with the general public.**



nals of a change in a person's physical or emotional state indicating a situation which could become volatile," said Clark. "Hands can be the most obvious indicator of a person's emotional state and should be watched at all times."

The attentive class received other suggestions from Dr. Clark relative to stance, speech patterns, tone of voice and level of cooperation, which can change the mood of an irate client and create an atmosphere where the work at hand can be continued.

Fulton County District Attorney William Gritsavage also spoke at the workshop, explaining procedures which can be used in the event a county employee is injured on the job. "The best advice I can give is to emphasize the importance of observing as much as you can during the incident. Every detail is important in the prosecution of those who attack one of our employees," he said. "The policy of Fulton County is to make every effort to bring such people before the court with the cooperation of the victim, law enforcement officers, attorneys and judges," stated Gritsavage. "There is no circumstance under which such action will be tolerated."

In case of injury, Gritsavage urged that the police be contacted and the incident reported immediately, because quick police response results in the collection of evidence. Again, he stressed the importance of noticing details such as whether the person was under the influence of alcohol or drugs.

The final recommendation was to report to a hospital or health office immediately, even in the case of seemingly minor injuries. "There have been cases of employee injury where people waited to complete a shift before being examined," he said. "It is extremely important to have any injury reported and examined immediately," he concluded.

The workshop was arranged by Local 818 President William Sohl at the suggestion of Bunny Grahn of the County Building Unit.

## Union hammers out 3-year contract for court employees

# Tough 'no cap, no way' posture turns aside management attempt to apply discretionary wage cap

ALBANY—Having successfully turned aside a concerted effort by management to cap salary increases, CSEA said it anticipates a strong ratification vote in favor of a 3-year contract covering some 3,500 members in the union's judiciary locals.

CSEA and the state Office of Court Administration (OCA) have reached tentative agreement on a 3-year contract that will provide salary increases of 5 percent, 5.5 percent and 6 percent over the life of the agreement. CSEA is scheduling a series of information meetings across the state that will precede the ratification vote by the judiciary local members. (See meetings schedule below).

The old contract expired March 31, but negotiations went to impasse after CSEA took a strong stand against OCA's efforts to place a cap on salaries of members in the highest pay brackets.

"No union worth its salt would ever give up the right to negotiate salary increases for its

members, and no union would ever agree to a discretionary cap which would let management decide which employees should receive a salary increase, and what that increase should be," said CSEA Collective Bargaining Specialist Joseph Reedy.

The tentative agreement was forged after both sides agreed with Fact Finder Robert Rabin's recommendation for a compromise to the state's demand that employee salaries be capped at \$70,000. While that figure would have affected only a few of the members, "the union bargaining team looked upon this as being a serious threat to the right of court employees to bargain collectively, and would not agree to any pact that contained a discretionary cap on salaries," Reedy said. He said that initially, OCA, which oversees the state's unified court system, sought to put discretionary caps on the salaries of all 3,500 CSEA-represented court workers.

Reedy noted that even after the salary increases were agreed to, OCA continued to

seek the discretionary cap on salaries of \$70,000. "Apparently the OCA negotiator assumed that CSEA would not be concerned about a fiscal limit being placed on salaries of a few unionized workers who are at or approaching that plateau." Management was wrong, said Reedy. "We have broken the concept of a discretionary cap on all bargaining unit salaries, even those in the \$70,000 range."

Fact Finder Rabin noted his disagreement with the OCA's position, saying, "The premise of my salary recommendations is that the union should retain its traditional collective bargaining role in jointly engineering the salary structure at all levels. This led to my recommendation that there be some negotiated increase beyond \$70,000, as well as my conclusion that the state have no discretion to alter those negotiated amounts."

Reedy concluded, "This agreement will benefit all of our judiciary members and they should be well informed of its contents before voting on the agreement."

### DEADLINE FOR RETURN OF RATIFICATION BALLOTS IS SEPTEMBER 30

Ratification ballots were scheduled to be mailed to eligible judicial local members on Sept. 6. Ballots must be returned not later than Sept. 30 to be considered valid. Ballots will be counted on Oct. 1.

Eligible members who have not received a ballot by Sept. 17 should immediately obtain a replacement ballot by calling the Office of Collective Bargaining, CSEA headquarters, (518) 434-0191.

## Schedule of informational meetings for CSEA-represented court workers

Following is the list of OCA ratification information meetings CSEA has scheduled across the state to explain details of the tentative agreement. Additional meetings were being considered as this issue of *The Public Sector* went to press. If your region does not appear on the following schedule, contact your Local president to determine when and where your informational meeting will be held.

#### REGION II

TUESDAY, SEPTEMBER 10—5:30 p.m. Appellate Division—Second Department, 45 Monroe Place, Main Court Room, first floor, Brooklyn, N.Y.

#### REGION III

FRIDAY, SEPTEMBER 13—5 p.m. Supreme Court—Westchester County, 111 Grove Street, 8th Floor—Room 800, White Plains, N.Y.

MONDAY, SEPTEMBER 16—6:30 p.m. Dutchess County Court House Annex, Central Jury Room, 236 Main Street, Poughkeepsie, N.Y.

TUESDAY, SEPTEMBER 17—5 p.m. Orange County Government Center (Comm. Seitman), 255-275 Main Street, Goshen, N.Y.

#### REGION IV

THURSDAY, SEPTEMBER 19—12:30 p.m. Court of Claims, Empire

State Plaza Judicial Building, State Street, Albany, N.Y.

#### REGION V

WEDNESDAY, SEPTEMBER 11—7 p.m. City Court -Court Room Municipal Building, 245 Washington Street, Watertown, N.Y.

THURSDAY, SEPTEMBER 12—5:10 p.m. County Court House, Utica, N.Y.

THURSDAY, SEPTEMBER 12—8 p.m. Commissioner of Jurors Room, Room 104-A, Montgomery Street Entrance, Onondaga County Court House, Syracuse, N.Y.

WEDNESDAY, SEPTEMBER 18—5:15 p.m. Court House, Room 214 Binghamton, N.Y.

#### REGION VI

TUESDAY, SEPTEMBER 19—7 p.m. Treadway Inn, Batavia, N.Y.