

Public SECTOR

President's Message

William L. McGowan
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Because your future depends on the outcome

Elect the endorsed candidates

A decade or so ago there was a popular bumper sticker that kept showing up on cars. It said, "Don't Blame Me — I Voted For Humphrey". Whether you were happy with the outcome of that particular election or not, the message is a good one.

After all of the speeches and parades are over and the decisions have been made, America has to live with the consequences of the 1980 elections. Public employees may suffer more of those consequences than other people, but we will all have to live with them.

There is a reason why CSEA has endorsed the candidates whose names appear on the election guide in this edition of the Public Sector. It's really very simple. These candidates have convinced political action committees of rank and file union members that they offer a fair deal for public employees. That may not sound like much, but it is a great deal more than we have gotten in the past.

The relationship of public employees and elected officials isn't an abstract connection between the people and their government. It is a direct connection between a group of employees and the people who will ultimately decide your wages and terms and conditions of employment.

CSEA has been changing so fast in the past several years that it's sometimes hard for even me to keep up with. Frankly, we needed some changes badly and others still need to be made, but of all the changes that we have accomplished, one of the best has been our

recognition of the role that political action plays in our struggle for a decent standard of living.

All unions are becoming increasingly active in politics, but for public employee unions, political action has become a necessity if we are to protect our members from political opportunists and the growing wave of anti-government fervor. We have learned in the past just how bad things can be for us when the bottom falls out of the economy and elected people offer up our heads for sacrifice.

In New York State, we have suffered more than our share of hardship as public employees, but we have learned the value of getting into the political process and trying to do something about our problems. In the past four years we have made significant progress on behalf of our members through political action, but there is obviously much more that is still to be done.

1980 is a presidential election year, everyone knows that. Most of our members also know that we have endorsed President Carter for reelection because we think he is good for America and good for labor. But there is a great deal more at stake in this election than just the White House. Congress is facing the voters. Control of the state Senate and Assembly must be decided. Local government officials are vulnerable at the ballot box.

Candidates running for office love to receive contributions from unions to help finance their campaigns, but even more than money, they want support. Support in the form of volunteers to help

run their campaigns and support in the form of votes on election day. Hundreds of dedicated CSEA members provide volunteer service to candidates that we think are good for our members, but only you can provide the votes they need to help us.

The candidates that we have endorsed are a select group of people. Some are Democrats and some are Republicans. Some are incumbents and some are challengers. Some are favorites and some are underdogs. But they all have one thing in common: they offer public employees the hope for dignity, fairness and a brighter future.

Next week America puts democracy to the test again just like we have been doing on election day for over two hundred years. If we throw up our hands and say, "Nobody perfect is running this year so I'm sitting this one out," then we will have no one else to blame come next year if the consequences of this election come back to haunt us.

As public employees, you have the opportunity to vote for the people who will decide how you prosper for the next few years. We think that the people that CSEA has endorsed are the best for the job. Some of their opponents are unqualified, others are incompetent, a few are actually frightening.

On November 4, only you will decide who gets your support and who doesn't. For the sake of your country, your state, your families and yourself, I urge you to go to the polls and vote as if your future depended on it. As a public employee, it very well may.

Volunteers for phone banks needed to help candidates

ALBANY — Interested in becoming a part of the political process and making life better for public employees?

CSEA is operating telephone banks across New York State urging members to help elect candidates who will deal fairly with public employees. Volunteers are needed to help in this program to benefit candidates that stand for fair play for public employees.

If you'd like to help, please call your CSEA Regional Office, or the CSEA Political Action Department, Room 2020, 99 Washington Ave., Albany, N.Y. 12210 at (518) 465-6211.

INSIDE THIS ISSUE:

CSEA/State announce unprecedented joint effort to end major problems in OMH/OMR; facility tours planned — see Page 10 for details



ASSEMBLYMAN WILLIAM SEARS, 115th Assembly District, recently toured the buildings and grounds of the Marcy Psychiatric Center to get a first-hand update concerning the facility and issues important to employees. Accompanying Mr. Sears on the tour are (Left to Right) James Moore, CSEA Region V President; Mr. Sears; Sue Bucrzinski, Vice President, CSEA Local 414, MPC; and Bud Mulchy, President of CSEA Local 414.

From the picket line to the White House— CSEA local officer dines with Carters

SYRACUSE — When CSEA Unit President Lois Isaacs led the Syracuse City School District Office Personnel staff in a fight for a decent contract, she couldn't have known that victory was ahead, but when she sat down to dine with the President and Mrs. Carter at the White House, she knew what satisfaction was all about.

Mrs. Isaacs, her husband, Herbert, and CSEA Field Representative Terry Moxley and

his daughter, Michelle, were the guests of President and Mrs. Carter at a state dinner at the White House October 7 as a result of the struggle of CSEA Unit 9 — Office Personnel, Local 834 of the Syracuse City School District.

During the unit's battle for an equitable contract with the Syracuse school system, Rosalynn Carter came to Syracuse to make a speech at the Northeast Community Center. The employees

graciously agreed to allow Mrs. Carter to make her appearance without protest. Although a meeting had been previously scheduled, through an oversight, the First Lady did not meet with Mrs. Isaacs and Unit 9 Treasurer Nick DiBello. Upon learning this, the First Lady extended an invitation to Mrs. Isaacs and Field Representative Terry Moxley to attend the White House dinner.

The unit had resolved its

problems with the district at virtually the same time that Mrs. Carter was in Syracuse. Mrs. Isaacs and her members achieved an equitable contract, much to their delight and the relief of the school district, but no one knew just how far that delight would extend.

At the White House, Mrs. Isaacs had an opportunity to chat with the First Lady. Much to her surprise, however, when the guests took their seats for the dinner being held in honor of a visit by the President of Nigeria, Mrs. Isaacs was invited to sit at the President's table with eight other guests.

No stranger to pressure situations, the CSEA Unit President dined with President and Mrs. Carter, World Bank President Robert McNamara, Coretta King, widow of Martin Luther King, former Secretary of Agriculture Orville Freeman and Coleman Young, Mayor of Detroit.

The President chatted with Mrs. Isaacs during dinner and she took the opportunity to congratulate the President on his recent speech before the CSEA Delegates Convention at Niagara Falls and urged him to continue to defend the value of public employees, as he did in the Niagara Falls speech.

For Mrs. Isaacs and Mr. Moxley, the struggle of the Syracuse City School District Office Personnel Unit provided a great deal more notoriety than they had bargained for.



WHITE HOUSE VISIT — First Lady Rosalynn Carter took time out from a State Dinner at the White House to pose with four guests representing CSEA's Syracuse City School District Office Personnel Unit. CSEA Field Representative Terry

Moxley, left, his daughter, Michelle, center, Unit President Lois Isaacs, and her husband, Herbert, dined with the President and Mrs. Carter on October 7. The visit was the result of the Unit's fight for a decent contract.

Retiree president dies

John J. Kennedy, president of CSEA Retirees Capital District Local 999, died on October 18. News of his passing shocked and saddened those members of the 3,000 retirees in his local who knew him as a strong and outspoken advocate of retiree causes.

After retiring in 1971 from a distinguished career in the State's Department of Transportation, during which time he devoted his outside interests to many activities to "help the other fellow," notably as Chairman of the Albany Catholic Diocese Scouting Program, he agreed to accept the presidency of CSEA's largest retiree chapter. He also served on the Statewide Retirees Committee and contributed generously of his time and talent to the programs promoted by this executive body.

Members of the CSEA retirees organizations and staff persons who knew John have extended their sympathy to his widow, Alma, also a loyal CSEA retiree member, and to his daughters, Patricia and Susan.

As first vice-president of Local 999, Charles H. Foster, is carrying on as Local president.



DISCUSSING UNION CONCERNS at a recent meeting of Long Island Region I executive board are, from left, Region I President Danny Donohue, Walter Weeks of Suffolk Education Local 870, and Arthur Loving of Long Island State Parks Local 102.

Nov. 7-9 Women's Meeting will host speakers, films, workshops

ALBANY — Ad Hoc Women's Committee chairperson June Scott has announced that speakers have been lined up for the Nov. 7-9 meeting at the Granit Hotel.

CSEA Attorney Marge Karowe and financial advisor Rena Mayberry, a partner of Benefit Communications, will co-moderate the Friday evening workshop "Women and Their Buying Power."

A film will highlight the Saturday morning workshop "Problems at the Workplace," moderated by Andrea DiLorenzo, Program Administrator for Women's Activities, AFSCME.

"The Power of Positive Thinking" and "Fear of Success" will be the dual topics addressed Saturday afternoon by workshop moderator Alexandria

Douglas, Senior Social Services Planning Specialist, NYS Department of Social Services.

The workshop topic "Does Alcohol Discriminate?" will be addressed Sunday morning by moderators John Quinn, Director of the CSEA Employee Assistance Program, and Dr. Walter Reichman, Director of the Women's Alcoholism Demonstration Project and Associate Professor of Psychology, Baruch College, City University of New York.

Highlighting the conference will be the "Dress for Success" fashion show at the Saturday luncheon. The presentation will be narrated by Margeret Story of the Co-operative Extension Service. Models and fashions are being provided by Sears.

CSEA leads union fight to retain Saratoga civil service commission

SARATOGA SPRINGS — In light of opposition from the Civil Service Employees Assn., in conjunction with two other public employee unions, the Saratoga Springs City Council recently voted three-to-two against a proposal that would have abolished the civil service commission here.

The motion to dissolve the commission was made in August by Saratoga Springs Mayor Ellsworth J. Jones, who claimed its duties could be turned over to the Saratoga County personnel director at an annual savings of up to \$18,000 to the city.

Before the vote last week, William McTygue of the Saratoga County CSEA Local spoke as a representative of all unions whose members would be adversely affected by the loss of the commission.

Joining the CSEA Local were representatives of the city hall, public works and school district units of the CSEA, the Policeman's Benevolent Assn. and the International Assn. of Firefighters.

"Without a doubt, it is clear to all union representatives at our meeting that this proposal not only takes away a valuable service and safeguard from every city and school district employee, but it would also remove the openness and accountability of the Saratoga Springs Civil Service Com-

mission, as we now have it, from the view of the taxpaying public," McTygue told council members.

The Saratoga County Labor Trades Council, a coalition of private trade unions, with some public employment representation, also voiced its opposition to the proposal.

Upon first hearing of the mayor's motion, the commission called on CSEA for its support and the union began an evaluation which rated the commission favorably.

Praising the commission for serving all public employees "with honor and distinction," McTygue commented, "Our community can take pride in the fact that this commission has earned perfect marks in its annual audit of operations by the New York State Department of Civil Service, a record not easily attained."

McTygue also warned council members that if they passed the motion, which would ask voters to decide the issue in a referendum, the unions were prepared to mount an extensive public campaign against it.

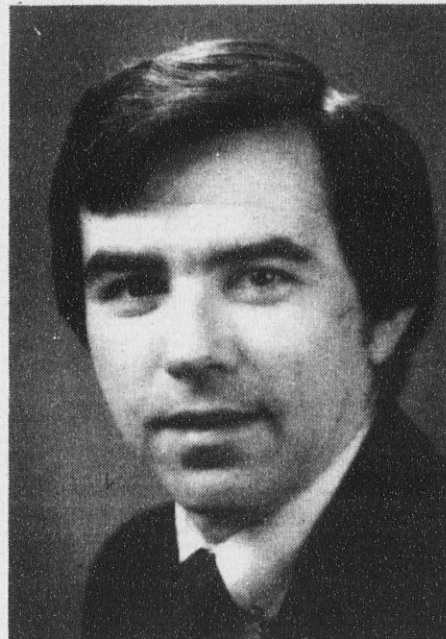
He especially praised Joanne Carlow, president of the Saratoga Springs City Hall Unit CSEA, and her members for their support.

Dennis Battle named director of personnel

ALBANY — CSEA's new Director of Employee Relations and Personnel is Dennis M. Battle, who comes to the union with an extensive background in both personnel management and labor activities.

After serving as personnel manager for a commercial reporting firm, he became personnel officer and later labor relations officer with the Federal Aviation Administration. He has also served as an air traffic controller and as a regional representative of the Professional Air Traffic Controllers Organization.

A graduate of Russell Sage College in Albany, Battle has also studied at the Cornell School of Labor Management Relations and at the George Meany School of Labor Relations in Maryland.



Dennis Battle

He held a number of union offices and positions and has been active on the Onondaga Labor Council and the Albany City Labor Council. The father of four has also found time to coach youth basketball and Little League.

Watkins Glen pact ratified

WATKINS GLEN — Members of the Watkins Glen School Bus Drivers Unit of CSEA Local 849 Schuyler

County recently ratified a 1-year contract calling for an 8 percent pay increase, modified Agency Shop agreement, health insurance with a 'pick-up' option for drivers who lose spouse's coverage, a contract clause calling for no sub-contracting, and an improved system of trip assignments.

According to Jim Hennerty, CSEA Field Representative and chief negotiator for the School Unit, the contract became effective July 1, 1980.

Members of the negotiating team included: John Lutomske, Chairman and President of the School Unit, Ester Hall, Harriet Reasor, Geraldine O'Donnell, and Doris DeNardo.

Groton school unit accepts agreement

GROTON — The Groton School Unit of CSEA Local 855 Tompkins County recently ratified a one-year contract calling for an average wage increase of 9 percent.

The new pact, which effects approximately 50 bus drivers, mechanics, food service, custodial and maintenance employees, is retroactive to July 1, 1980, and also includes an Agency Shop clause and CSEA representation on the Groton School District Safety Committee.

CSEA Field Representative Jim Hennerty served as chief negotiator for the employees, along with Bill Wagner, negotiating team chairman and Unit President Elda Cook, Dick Marks, Chuck Rumsey, and Paul Wiest.

IT'S IMPORTANT TO
Vote



ROCKLAND COUNTY UNIT PRESIDENT Ray Zerberini, left, speaks with Rockland County Legislator Edward Clark at the unit's picnic in West Haverstraw.



ATTENDING THE ROCKLAND COUNTY UNIT PICNIC are, from left, Rockland County Local 844 President John Mauro, CSEA Field Representative Ross Hanna and unit Chief Shop Steward Max Frenzel.



Few days left to transfer insurance

A final reminder that October has been designated by the state as the month during which state employees and local government employees whose employers are participating in the State Health Insurance Program may change their insurance coverage option. During this transfer period, employees may change their health insurance options by selecting among the Statewide Health Plan Option, the GHI Option or a Health Maintenance Organization, if available.

Applications for option transfer may be made at any time during October. If you desire to change your insurance option, notify your personnel or payroll office immediately and complete the appropriate transfer form.

Armory awards night

PEEKSKILL — Local 252, Hudson Valley Armory Employees, recently held an awards night for members and guests.

President George Rogers cited for their service to the state Division of Military and Naval Affairs, the following people: 25 years, E. Champion and G. Chopyak; 20 years, R. Lent and N. Battistelli; 15 years, S. Delitta; and ten years, C. Foster, W. Strang, A. Daletto and A. Boren.

A special award was also presented to Robert Herling for "long and faithful service, since 1949, to the local." He was given a copy of the minutes of the 17 September 1950 meeting at which he first acted as recording secretary.

Rebate notice

An annual amount of two dollars and sixty cents (\$2.60) or ten cents (\$.10) bi-weekly of the dues or agency shop fee paid by an individual shall be appropriated by the Association for political or ideological purposes. Any dues paying member of the Association or person paying an agency shop fee who objects to the appropriation of this portion of their payment for political or ideological purposes unrelated to collective bargaining shall have the right to object to such appropriation. An objector shall file written notice by registered or certified mail of his objection with the State Treasurer during the month of October of each year. Upon receipt of such objection, the State Treasurer shall remit to the objector two dollars and sixty cents (\$2.60), or if the objector has not paid dues or an agency shop fee for each of the preceding twelve months, the State Treasurer shall remit to the objector an amount equal to ten cents (\$.10) for each bi-weekly period for which dues or an agency shop fee were collected.

The address of the State Treasurer is:

State Treasurer
Political Action Fund
P.O. Box 7285
Capitol Station
Albany, New York 12224

There is a separate rebate mechanism for that portion of per capita dues paid to the American Federation of State, County and Municipal Employees used for political or ideological purposes.

This procedure takes place under the International's procedure in April of each year and instructions for such rebates are printed in the Public Employee, AFSCME's official publication mailed to the homes of persons paying dues or agency shop fees to CSEA.

Details of this procedure will also be published in The Public Sector at the appropriate International rebate period.



AMONG THE NEWLY INSTALLED OFFICERS OF THE Suffolk County Community College Unit of CSEA Local 852 are, from left, Secretary Joan Lyman, First Vice President Sue Dugan, Second Vice President Ed Karmelin and Treasurer Judy Faber.

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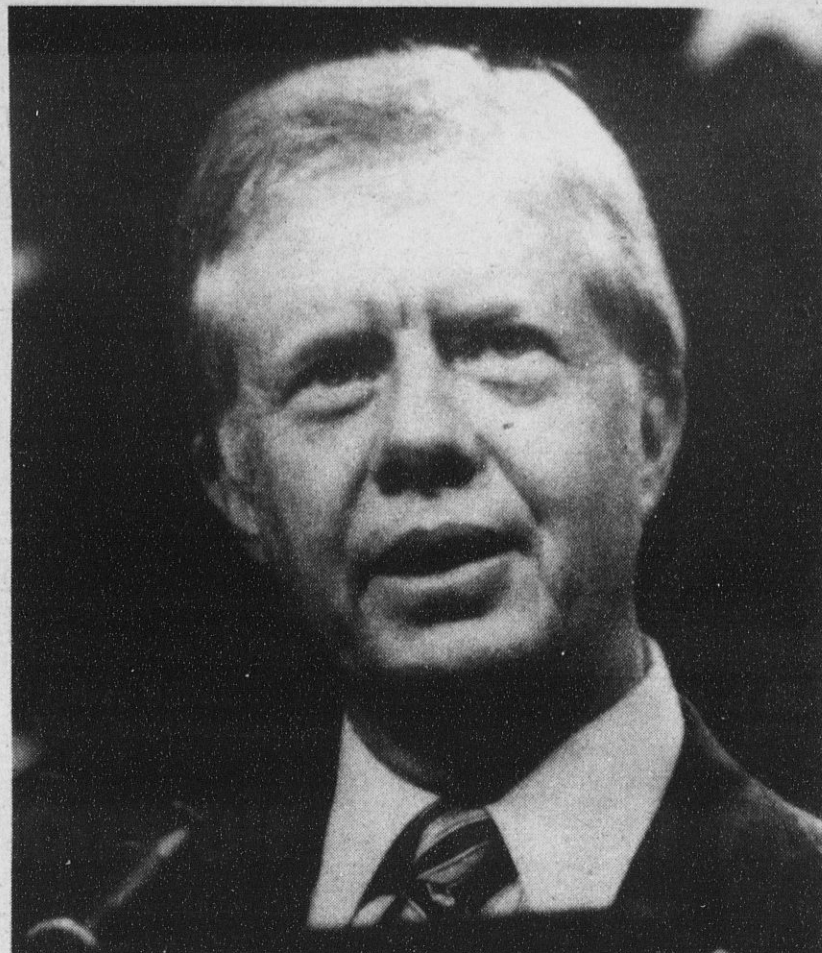


TAKING PART IN THE SIGNING OF THE Bellmore-Merrick School District contract recently are, from left standing, CSEA Field Representative Harold Krangle, school Superintendent Salvatore Mugavero, school Personnel Director Thomas Caramore. Sitting are Nassau County Local 830 President Nicholas Abbatiello, School Board President Mary Ann Galardi and Bellmore-Merrick School District Unit President Larry Novak.

ELECT



Jimmy Carter and all other CSEA-endorsed candidates November 4



Mental Health Systems Act example why we support President

Carter administration cooperates with union on job security issues

By Rob McGarrah

Few issues are of greater concern to CSEA/AFSCME members than whether state governments continue to provide public institutional and community-based care for the mentally ill and retarded.

And few issues more clearly underscore the difference between President Carter and Ronald Reagan.

Recently, President Carter signed the Mental Health Systems Act, which sets federal policies on the issue of care for the mentally ill.

With the help of the Carter Administration, AFSCME built into the Act two important protections for the job security of mental hygiene employees:

1) States that are contemplating "deinstitutionalization" must negotiate with mental health workers and their unions. If the states don't negotiate, they can be denied federal mental health care funds.

2) In the event of change-overs from large institutions to community-based care, the states must retrain the institutional employees for new jobs in the community-based facilities — and guarantee them these jobs.

We couldn't have received this kind of cooperation and concern from a President Reagan. Reagan's entire campaign has been based upon ridicule and contempt for public employees and the services they provide. Reagan's approach to health care is based upon encouraging private, not public, provision of health care services.

We don't have to judge Reagan by his campaign rhetoric. Let's look at the record — Reagan's record on mental health care issues as Governor of California from 1967 through 1975.

As Governor, Reagan:

- Closed three state mental hospitals.
- Closed off admissions to three more hospitals.
- Shut down drug, alcohol, and surgical services in three other state institutions.

In January, 1973, Reagan announced that he planned to close down all the remaining state hospitals for the mentally ill by 1977, except for two institutions that would be converted to facilities for criminal offenders.

Following Reagan's announcement that he intended to eliminate all public institutional care for the mentally ill, the State Legislature swung into action. The Legislature passed a bill prohibiting closings of mental hospitals without legislative approval. Reagan vetoed the bill, but the Legislature overrode his veto — the first time the Legislature had overridden a Reagan veto!

Under Reagan's Administration, the population of state mental health institutions declined from approximately 30,000 in 1966 to 6,400 in 1974.

Many of the patients who were dumped out of public institutions end-

ed up in exploitative, private, profitmaking nursing homes, boarding houses, and flophouses throughout California.

An investigative committee of the California State Legislature reported:

"Ghettos have been created in urban communities, where a large number of chronically ill patients are living in substandard housing."

The committee concluded that large public institutions needed to remain "an indispensable component of the mental health system in California" and warned that the slap-dash community facilities were "clearly not meeting the needs of discharged hospital patients."

When Reagan dismantled public care for the mentally ill in his own state, Californians suffered for years to come.

If a President Reagan dismantles public facilities for the mentally ill in every state, then all Americans will suffer. That's one more reason why CSEA/AFSCME is working so hard to prevent ex-Governor Reagan from becoming President Reagan.

Rob McGarrah is director of the Health and Institutions Division of the AFSCME Public Policy Department.

Only ridicule from Reagan

Ridicule. That's what Ronald Reagan means for public employees. Reagan's radical message to the American public is quite simple: "Government is the root of all evil." Or to put it another way, you are the cause of America's problems. Not OPEC, not runaway corporations, not an outmoded industrial plant, not dictators who pay workers pennies and guarantee "labor peace." The governments and the people who work for governments.

When he was Governor of California, Reagan showed how he felt about public employees. He vetoed a bill granting California teachers the right to collective bargaining. Even today state employees in California still don't have collective bargaining rights. Ronald Reagan turned back the legislature's effort to set up a grievance procedure for the over 60,000 employees of the University of California.

Reagan is an avowed enemy of the U.S. Occupational Safety and Health Administration (OSHA). Earlier this year, Reagan told the *Washington Post*, "My ideas of an OSHA would be if government set up an agency that would do research and study how things could be improved and industry could go to it and say, we have a problem here and we seem to lose more people by accidents in this particular function. Would you look at our plant and then come back and give us a survey."

Support your union-endorsed candidates



Carter / Mondale For Our Future

"The next President will shape the future of government in America. Only one candidate stands for decency for working people, protection for the handicapped and the elderly, and the rights of public employees to collectively bargain for economic dignity. That candidate is Jimmy Carter."

William L. McGowan
CSEA President



Reject Troy charter changes

TROY — The Political Action Committee of the Capital Region of CSEA urges voter rejection of the proposed charter changes in the City of Troy governmental structure.

The City of Troy unit presented the Regional Political Action, Committee with the results of a recent poll showing

the unit's membership against the charter changes.

The leadership also noted that currently the union enjoys an "open door" policy with the city administration, means of resolving many grievances without expensive litigation to either party.

Also the unit noted that, the city manager can be removed from office quickly, while the removal of an elected mayor is far more complicated and time consuming; the new form of city government does not include a personnel director, and the position of city auditor would be a direct political appointee.

The Union also pointed out that the proposed charter changes do not include a bill of rights for public employees nor an article which would have directly included public employee labor in many areas of governmental action. Both of these items were developed and recommended to the Charter Commission by the public employee representative to the organization.

Regional endorsements

CSEA regional Political Action Committees have issued endorsements in a number of regional contests on November 4.

In Region IV, Howard A. Levine is endorsed for Supreme Court Justice, Fourth Judicial District.

In Region III, Howard Miller has been endorsed for Rockland County Judge. Walter Bashnagel has earned the union backing for Ulster County Sheriff. And in Westchester County, endorsements have gone to County Judge candidates J. Radley Herold and Carmine Marasco, and H. Hawthorne Harris for Family Court Judge.

IT'S IMPORTANT TO

Vote

Election Day

NOVEMBER 4

Congressional

DIST.	NAME	PARTY	DIST.	NAME	PARTY
1	William Carney	R-C	19	Charles Rangel	D-L-R
2	Thomas Downey	D	20	Theodore Weiss	D-L
3	Jerome Ambro, Jr.	D	21	Robert Garcia	D-L-R
4	Norman Lent	R-C	22	Jonathan Bingham	D-L
5	Karen Berstein	D	23	Peter Peyser	D
6	Lester Wolff	D-C	25	Hamilton Fish	R
7	Joseph Addabbo	D-L-R	26	Benjamin Gilman	R
8	Benjamin Rosenthal	D	27	Matt McHugh	D
9	Geraldine Ferraro	D	28	Samuel S. Stratton	D
10	Mario Biaggio	R-D-L	29	Rodger Hurley	D
11	James Scheuer	D-L	30	Mary Ann Krupsak	D
12	Shirley Chisholm	D	32	Jeffrey Brooks	D
13	Stephen Solarz	D-L	34	Frank Horton	R
14	Frederick Richmond	D-L	36	John LaFalce	D
15	Leo Zeferetti	D-C	37	Henry Noak	D
18	Mark Green	D	39	Stanley Lundine	D

Senate

DIST.	NAME	PARTY	DIST.	NAME	PARTY	DIST.	NAME	PARTY	DIST.	NAME	PARTY
1	Kenneth LaValle	R	16	Howard Babbush	D	31	Israel Ruiz	D	46	Michael Simpson	D
2	James Lack	R-C	17	Major Owens	D	32	Joseph Galiber	D	47	Warren Anderson	R
3	Caesar Trunzo	R	18	Thomas Bartosiewicz	D	33	No Endorsement	D	48	No Endorsement	D
4	Owen Johnson	R	19	Martin Markowitz	D	34	John Calandra	R	49	Rosemary Pooler	D
5	No Endorsement		20	Donald Halperin	D	35	John Flynn	R-D-C	50	Alex Hersha	D
6	No Endorsement		21	Christopher Mega	R	36	Joseph Pisani	R-C	51	No Endorsement	R-C
7	John Caemmerer	R	22	Martin Solomon	D	37	Mary Goodhue	R-C	52	Paul Kehoe	R
8	Norman Levy	R	23	Vander Beatty	D	38	Linda Winikow	D	53	Stephen May	R-C
9	Carol Berman	D	24	John Marchi	R	39	Jay P. Rolison	R-C	54	Philip Fedele	D
10	Jeremy Weinstein	D	25	Martin Connor	D	40	Richard Schermerhorn	R-C	55	David Collins	R
11	Frank Padavan	R	26	Roy Goodman	R	41	Joseph Bruno	R	56	Ray Gallagher	D
12	Gary Ackerman	D	27	Manfred Ohrenstein	D	42	Howard Nolan	D	57	Jess Present	R
13	Emanuel Gold	D	28	Leon Bogues	D	43	Ronald Stafford	R	58	Dale Volker	R
14	Anthony Gazzara	D	29	Franz Leichter	D	44	Hugh Farley	R	59	No Endorsement	
15	Martin Knorr	R	30	Olga Mendez	D	45	H. Douglas Barclay	R-C	60	John Daly	R-C

Assembly

DIST.	NAME	PARTY	DIST.	NAME	PARTY	DIST.	NAME	PARTY	DIST.	NAME	PARTY
1	John Behan	R-C	40	Edward Griffith	D	77	Armando Montano	D	114	H. Robert Nortz	R
2	George Hochbrueckner	D	41	Helene Weinstein	D	78	No Endorsement	D	115	William Sears	R
3	I. William Bianchi	R	42	No Endorsement	D	79	Louis Nine	D	116	Nicholas Calogero	R
4	Robert Wertz	D	43	Rhoda Jacobs	D	80	Guy Velella	R	117	No Endorsement	
5	Paul Harenberg	D	44	Melvin Miller	D	81	Eliot Engel	D	118	Michael Bragman	D
6	John Cochran	R	45	Dan Feldman	D	82	Sean Walsh	D	119	Hyman Miller	R-C
7	John Flanagan	R-C	46	Howard Lasher	D	83	George Friedman	D	120	Melvin Zimmer	D
8	Antonia Rettaliata	R-C	47	Frank Barbaro	D	84	G. Oliver Koppell	D	121	William Bush	R
9	Louis T. Howard	R-C	48	No Endorsement	D	85	John Dearie	D	122	Clarence Rappleyea	R
10	Lewis Yevoli	D	49	No Endorsement	D	86	Vincent Marchiselli	D	123	James McCabe	D
11	Philip Healey	R-C	50	No Endorsement	D	87	Nicholas Spano	R-C	124	James Tallon	D
12	Frederick Parola	R-C	51	Joseph Ferris	D	88	Richard Ross	R-C	125	Lloyd Riford	R
13	Thomas Gulotta	R-C	52	No Endorsement	D	89	William Finneran	D	126	No Endorsement	
14	Joseph Reilly	D-L	53	Woodrow Lewis	D	90	Gordon Burrows	R	127	No Endorsement	D
15	Angelo F. Orazio	D-L	54	Thomas Boyland	D	91	John Perone	R-C	128	Deborah Dietrich	D-C
16	May Newburger	R	55	Thomas Fortune	D	92	Peter Sullivan	R-C	129	Frank Talomie	R-C
17	Kemp Hannon	R-C	56	No Endorsement	D	93	John Fossel	R-C	130	No Endorsement	
18	Armand D'Amato	R	57	Harvey Strelzin	D	94	Willis Stephens	R	131	Gary Proud	D-L
19	Dean Skelos	D-L	58	Joseph Lentol	D	95	Eugene Levy	R	132	Audrey Cooke	R
20	Arthur Kremer	R	59	Victor Robles	D	96	Robert Connor	D	133	Andrew Virgilio	D-RTL
21	George Madison	D	60	George Hartigan	D	97	William Larkin	R-C	134	Roger Robach	D-C
22	Gerdi Lipschutz	D	61	Elizabeth Connelly	D	98	Raymond Kisor	R-C	135	James Nagle	R-C
24	Saul Weprin	D	62	Paul Viggiano	D	99	Steven Saland	R-C	136	James Emery	R-RTL
25	Vincent Nicolosi	D	63	Sheldon Silver	D	100	No Endorsement	D	137	Steven Hawley	R
26	Leonard Stavisky	D	64	William Passannante	D	101	Maurice Hinchey	D	138	Joseph Pillittere	D-RTL
27	David Cohen	D	65	Steven Sanders	D	102	Clarence Lane	R	139	Matthew Murphy	D-C
28	Alan Hevesi	D	66	Mark Alan Siegel	D	103	Michael Hoblock	D	140	Robin Schimminger	D
29	Andrew Jenkins	D	67	Richard Gottfried	D	104	Richard Connors	D	141	John Sheffer	R-C
30	Ralph Goldstein	D	68	Alexander Grannis	D	105	Gail Shaffer	D	142	Steve Greco	D
31	Anthony Seminario	D	69	Jerrold Nadler	D	106	Neil Kelleher	R	143	Arthur Eve	D-L
32	Edward Abramson	D	70	Edward Sullivan	D	107	Clark Wemple	R	144	William Hoyt	D
33	No Endorsement		71	Geraldine Daniels	D	108	No Endorsement	D	145	Richard Keane	D-C
34	Ivan Lafayette	R	72	Angelo Del Toro	D	109	Glenn Harris	R	146	Dennis Gorski	D-C
35	John Lopresto	D	73	No Endorsement	D	110	Joan Hague	R	147	Richard Kennedy	R-C
36	Denis Butler	D	74	Herman Farrell	D	111	Andrew Ryan	R	148	Vincent Graber	D
37	Clifford Wilson	D	75	Jose Serrano	D	112	John O'Neil	R	149	Dan Walsh	D
38	Frederick Schmidt	D	76	Charles Johnson	D	113	Anthony Casale	R	150	Roland Kidder	D
39	Stanley Fink	D									





Melvin Zimmer
Democrat, 120th
Assembly District



Jeffrey Brooks
Democrat, 32nd Congressional District



Lloyd (Steve) Riford
Republican, 125th Assembly District

Politicos air views in Region V



Alex Hersha
Democrat, 50th
Senatorial District

LIVERPOOL — Eight candidates for state and federal offices met with Legislative and Political Action Committee members of Region V locals at a reception recently.

The candidates received formal endorsement letters from the CSEA Legislative and Political Action Committee (LPAC). Moira Greiner, Region V LPAC chairman, said the selections were based upon careful study of voting records and campaign platforms.

Candidates receiving letters of endorsement at the reception included:

Michael Bragman, D, 118th Assembly District; Hyman Miller, R-C, 119th Assembly District; Melvin Zimmer, D, 120th Assembly District; William Bush, R, 121st Assembly District; Lloyd (Steve) Riford, R, 125th Assembly District;

Rosemary Pooler, D, 49th Senate District; Alex Hersha, D, 50th Senate District; and Jeffrey Brooks, D, 32nd Congressional District.

LPAC also endorsed Maryanne Krupsak, a Democrat seeking the 30th Congressional District seat. She did not attend the gathering. No endorsement for the 117th Assembly District was made.

The candidates gave short acceptance speeches, thanking CSEA members for their support. For most of the evening, union representatives talked in small groups informally with the candidates.

Region V President James Moore said it was the first time CSEA, the state's largest public employee union, had become involved in federal elections.

"An estimated 11,550 AFSCME members will be voting in the 30th U.S. Congressional District, and an additional 6,690 will be supporting our endorsed candidate in the 32nd Congressional District. Those are potentially two big blocks of union votes, and could play a significant role in the outcome of the election," Moore said.

Brooks, seeking the 32nd District seat, said the endorsement was "one of the biggest boosts" he has received in his campaign. He echoed Moore's comment, noting the size of the union marked it an important bloc of votes.



Michael Bragman
Democrat, 118th
Assembly District



Rosemary Pooler
Democrat, 49th Senatorial District



Hyman Miller
Republican, 119th Assembly District



William Bush
Republican, 121st Assembly District

PEOPLE



CSEA-AFSCME Local 1000 will conduct a fund-raising drive during the next year to support the efforts of the P.E.O.P.L.E. Program. Public Employees Organized to Promote Legislative Equality (PEOPLE) is the Political Action Committee of AFSCME.

Ramona L. Gallagher, CSEA's P.E.O.P.L.E. Coordinator for New York State, says "We made a tremendous start at the delegates' meeting in

Niagara Falls. Our P.E.O.P.L.E. Breakfast was a sell-out and the delegates were enthusiastic about this worthwhile program."

Ms. Gallagher summarized the plans for the drive explaining that the goal is roughly \$1.00 per member. The contributions must be strictly voluntary because dues money cannot be used for this purpose according to Federal Election Law. The monies received will be used to help candidates in

various Congressional and Federal election campaigns.

Region Presidents have been asked to designate P.E.O.P.L.E. Coordinators to assist on this project. To date the following coordinators have been appointed: Region I — Jean Frazier and Lou Mannellino; Region IV — Mazie Fort and Ernestine Lafayette; and Region VI — Sheila Brogan.

"The cooperation and support of the union's officers are extremely important," Ms. Gallagher emphasized. "And, obviously, the membership's generosity and concern will make or break us. I'm confident they'll respond in their usual positive manner since they realize how much is at stake in November's elections."

Contributions (personal check or money order) made payable to P.E.O.P.L.E. can be mailed to the CSEA-AFSCME Legislative Office, 2020 Twin Towers, 99 Washington Avenue, Albany, New York 12210. "At the end of September, 1981, we would like to recognize the Region which has been most successful in reaching the \$1.00 per member goal," concluded Ms. Gallagher.

your
Vote
counts

Help PEOPLE today . . .
and elect union-endorsed
candidates November 4

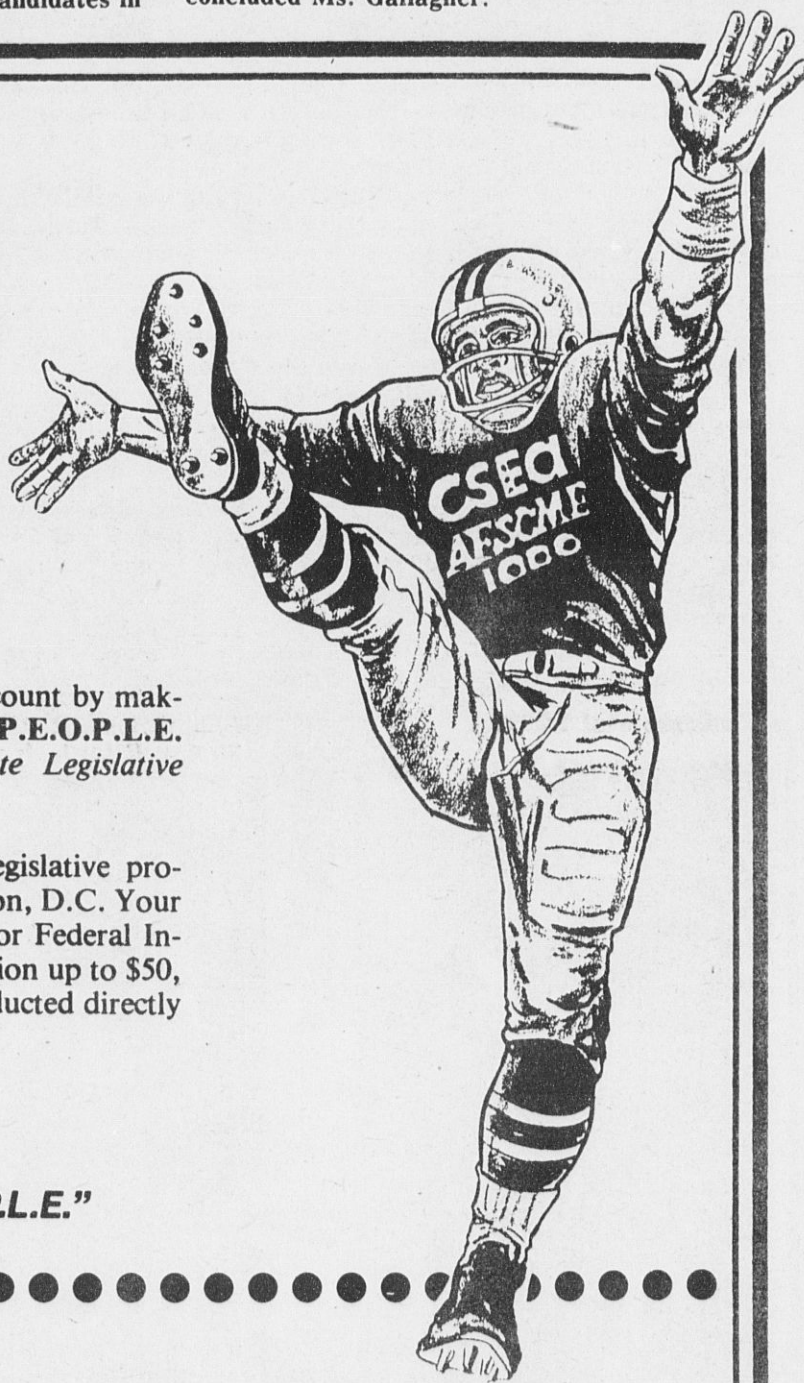
KICK IN to "Remember in November"

For the first time, CSEA, AFSCME Local 1000, will be involved on a big scale in various Congressional and Federal election campaigns. It's no secret that it takes **MONEY** to win these elections.

Union members can make their dollars count by making *voluntary* personal contributions to P.E.O.P.L.E. (Public Employees Organized to Promote Legislative Equality) to help our candidates.

P.E.O.P.L.E. is AFSCME's political/legislative program and acts as your "voice" in Washington, D.C. Your contributions may be eligible for a credit for Federal Income Tax purposes. Half of your contribution up to \$50, or up to \$100 on a joint return, may be deducted directly from the amount of tax you owe.

Make Checks Payable to "P.E.O.P.L.E."



- ★ OPENING KICK-OFF \$1.00 ☐
- ★ QUICK KICK \$3.00 ☐
- ★ PUNT \$5.00 ☐
- ★ FIELD GOAL \$10.00 ☐
- ★ TOUCHDOWN \$15.00 ☐

(Please fill out the following for tax-deduction purposes)

NAME: _____

ADDRESS: _____



Send all donations to: CSEA/AFSCME Legislative Office
2020 Twin Towers
99 Washington Avenue
Albany, New York 12210



NOTE: A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C.

CSEA, State vow to untangle OMH/MR; high level facility inspection planned

ALBANY — CSEA and the Carey Administration have agreed to an unprecedented joint effort to tackle the massive problems in the Office of Mental Health (OMH) and the Office of Mental Retardation (OMRDD) by creating thousands of new jobs in the state institutions and confronting institutional problems in a top level, facility-by-facility tour.

CSEA President William L. McGowan and Meyer S. Frucher, Director of the Governor's Office of Employee Relations (GOER), will personally head up the effort to end several years of chaos in labor relations in OMH and OMRDD that have left many employees demoralized and bitter and created a dramatic decline in conditions in state institutions.

"CSEA has been a vocal advocate of the need for adequate staffing and funding for our institutions for several years," commented President McGowan. "Sometimes we stood alone in fighting for decency for our employees and patients. Now the Administration is offering us a bold attempt to finally come to grips with the problems that have been killing our people for years and we have agreed to join with them in this effort."

Discussions on resolving problems in OMH and OMRDD have been underway for months between the CSEA President and Mr. Frucher. In September, the state announced it had agreed to a CSEA demand to end the hiring freeze in OMH and OMRDD and immediately fill 1,700 jobs vacated through attrition during the freeze.

Later in the month, Governor Hugh L. Carey announced that in addition to the "backfilling" plan, he was authorizing the immediate hiring of 700 OMRDD employees for institutional service by transferring appropriations for positions in incomplete outpatient programs. The Governor also announced he would go to the Legislature next month and seek additional appropriations through the supplemental budget for 1,100 new positions in OMRDD. CSEA agreed to lobby with the Administration for the badly needed jobs.

With the 700 jobs being backfilled, the Carey/CSEA program would mean 2,550 more jobs in Developmental Centers next year than existed earlier this year. The Administration pledged that the vast majority of these new jobs would be in direct patient care.

In the Office of Mental Health, CSEA and the Administration have agreed to seek 800 new positions through the supplemental budget process in addition to the 1000 jobs presently being backfilled. Again, the vast majority are targeted for direct patient care where the most acute shortage of staff has existed in institutions.

President McGowan was elated. "We have fought for improvements in this state's mental health system for years and there now appears the hope of final-

ly reaching the goals we sought. This is a last ditch attempt to resolve our problems through an unprecedented cooperative effort by labor and management. CSEA is committed to making this program work."

Mr. Frucher told CSEA Mental Health and Mental Retardation Local Presidents that he was also committed to alleviating the labor relations problems that have plagued institutional employees for years. Speaking at the union's recent Niagara Falls Convention, Mr. Frucher said he and President McGowan had agreed to create a top level team of CSEA and state experts to go to each OMH and OMRDD institution for a face-to-face meeting with institutional administrations and CSEA Local executive boards to resolve as many problems at facilities as possible.

The first four stops on this tour have already been scheduled. Starting on October 29, President McGowan and Mr. Frucher will lead labor and management teams to Binghamton Psychiatric Center and Broome Developmental Center. The following day the teams go to Marcy Psychiatric Center and Utica Psychiatric Center.

President McGowan will lead a union team of lawyers, collective bargaining specialists, field representatives and regional officials while Mr. Frucher will lead a state team including labor relations experts, representatives of the Commissioners of OMH and OMRDD and the Division of the Budget.

CSEA has also invited representatives of the Senate and Assembly Mental Hygiene and Finance Committees to attend the sessions.

At the facilities, the teams will meet with the facility administration and the CSEA local executive board. The concept of the program is to bring to the work sites the expertise and authority that is needed to resolve as many problems as possible on the spot.

"What the Administration is proposing here is a major effort to implement the staffing goals of the Morgado Agreement and at the same time make a joint effort for resolving institutional labor problems directly to the grass roots level at each institution," commented President McGowan. "This program can't hope to solve all the problems that have built up in OMH and OMRDD through years of neglect, but it is the most comprehensive and cooperative effort at resolving serious problems that we have ever made."

"Conditions in our institutions have gone from bad to worse steadily for a lot of years," the union leader said, "and this may be our last chance to turn that trend around on a cooperative basis. It is in the interests of the patients and employees of OMH and OMRDD for CSEA and the state to make this program work."



LOCAL 505 NYS DOT honored 26 retirees with a combined total of 590 years of state service at a recent dinner in Utica. Taking part in the event were, seated left to right, Jack Gallagher, CSEA Statewide Treasurer; Nick Cimino, President, Local 505; Tom McDonough, Statewide Executive Vice-

President; Mike Betrus, Vice-President, Local 505. Standing, left to right, Harold Foster, Eugene Torchia, Richard Simberg, Regional Director, NYS DOT, Region 2; Joseph Felitto, Harold Haggerty, Alfred Therrier and Ruben Harvey.

Union, state officials honor DOT retirees

UTICA — More than 100 fellow members of CSEA Local 505 NYS DOT, state officials, statewide union officers, and guests gathered recently at Hart's Hill Inn, in Whitesboro, to honor 26 recent retirees with a combined total of 590 years of service with the New York State Dept. of Transportation.

Representing CSEA at the event were: Statewide Executive Vice-President Tom McDonough and Mrs. McDonough; and Statewide Treasurer Jack Gallagher and Mrs. Gallagher.

Richard Simberg, Regional Director of Region 2, and his wife, represented NYS DOT.

Mike Betrus, Vice President of Local 505, served as toastmaster and

Nick Cimino, President of Local 505, introduced the retirees and presented gifts to those who attended.

The 26 retirees include: Alfred Therrier, 13 years; Elmo Williams, 21 years; Forrest Wheeler, 26 years; William Kilts, 33 years; William Kaczowka, 20 years; Brayton Jones, 11 years; John Sicara, 11 years; Robert Mudge, 13 years; Anthony Nally, 24 years; Harold Foster, 33 years; Glenn Harrison, 6 years; Ruben Harvey, 11 years; David Ford, 10 years; Harold Haggerty, 32 years; Richard Smith, 34 years; Norman Duell, 25 years; Edward Snyder, 25 years; James Vickers, 33 years; Edward Ziezio, 38 years; Ray Williams, 16 years; Stanley Furmanski, 28 years; Eugene Torchia, 12 years; George Hazard, 35 years; Daniel Maynard, 34 years; Joseph Felitto, 32 years; Evelyn Bristol, 14 years.

After much grief, Ulster Co. workers get a decent contract

KINGSTON — It ended almost as quickly as it started. After a week of protests during which some county employees participated in unauthorized job actions, Ulster County employees voted 351-77 to ratify a new three-year contract. When Unit President Joe VanDyke announced the results, there were many cheers, a few jeers, and everyone sensed a turning point had been reached here.

Negotiations had been going on for several months even before the old contract expired December 31, 1979. The county had been sniping away at its employees. CSEA filed several Improper Practice charges. Morale was low. It came as no surprise that when the county legislature rejected a fact-finding report designed to end the impasse, employee resentment boiled over. The county even tried to blame the rejection on the union, but observers noted it was the county which rejected six of the factfinders 14 recommendations, and in addition altered three more.

Spontaneous job actions were staged by highway department employees, and later joined by workers at the infirmary. CSEA urged cool heads and loud voices.

Seeking a way out, the Public Employment Relations Board announced it would send in two "super conciliators" the following Sunday to meet with both parties. Before that session, however, the union's negotiating team went along with a request

by County Legislator John Gibbons to go back to the bargaining table Friday afternoon. In fact, Collective Bargaining Specialist John Naughter flew back from the CSEA statewide convention in Niagara Falls so talks could resume. When the parties got together, however, Personnel Director Tom Costello had a surprise waiting for them. Unit President VanDyke picks up the story.

"We acted in good faith because we wanted this thing settled. Yet all we got in return when we sat down to negotiate were legal papers serving us with a show cause order. Never before in the history of New York State had such a trick been pulled — this is how Ulster County's elected officials make history, especially County Legislators Contini, Gibbons, Kelly, Mancuso, McCord, Morse and Roach."

At a hastily called news conference the next day, Regional Director Thomas J. Luposello announced that CSEA would file an IP charge against the county for "negotiating in bad faith." The union, nevertheless, repeated its willingness to negotiate around the clock and asked employees to go back to work.

Sunday, the meeting arranged by PERB started 6 p.m. and it was to go on until 7:00 o'clock the following morning.

The county offered wage hikes of nine percent in



PREPARATION — Before the ratification meeting starts, Regional Director Thomas J. Luposello, left, goes over the format with Unit President Joe Van Dyke.

the first year, eight and a half percent (minimum \$700) in the next year, and another eight and a half percent (minimum \$750) in the third year.

County legislators who originally said one of the main reasons they turned down the fact-finding was because of the Agency Shop recommendation, agreed to permit it if the union was able to sign up at least 80 percent of the work force. A "no reprisals" clause was also added to the "memorandum of agreement."

Workers were buoyed, too, by an editorial Monday in the Kingston Daily Freeman which said of the county's personnel director, "No \$60 million private business would tolerate such obvious lack of professionalism. . . . Ulster County government, its employees and its taxpayers shouldn't have to tolerate it, either."

The "super conciliators" were called back again at the union's request to clarify the "no reprisals" clause and, with that done, a majority of the negotiating team, led by Van Dyke, voted to take the tentative agreement to the rank and file.

At the ratification meeting, a big concern was the possibility of sanctions being imposed upon employees under Section 210 of the Taylor Law. John Naughter explained that while the memorandum put the county on record that it will not dismiss, discipline or otherwise act against any person in the bargaining unit because of his or her participation in the alleged job action, it also excluded from the agreement, any and all provisions of the Taylor Law.

Following the ratification vote, Tom Luposello described the settlement as, "the best we've ever had in Ulster County," and in particular he called the Agency Shop provision, "a real milestone."



DETERMINATION — Union members cast their votes.

Altered performance ratings reversed

ALBANY — There's good news for hundreds of state workers whose performance evaluations during the first go-round last year were arbitrarily revised downward.

In 90 percent of the cases documented, original evaluations have been restored, and final determination in the remaining 10 percent is still pending.

Last winter, after receiving complaints from members in the Administrative, Institutional and Operational bargaining units, CSEA ran a coupon in *The Public Sector* to gather information on downgraded evaluations. Members were asked to provide information and documentation in cases where an evaluation completely signed by the rater and reviewer was issued and then subsequently changed or replaced by a second evaluation of lower rating.

CSEA received 650 completed coupons. Of that total, 415 were determined by CSEA to be clear cases of re-evaluation. Documentation was provided, and in many cases it was apparent that the re-evaluation was based on the desire of a manager to conform to a quota.

"Fifteen of the cases were so blatant that the State didn't even try to argue," said Marty Langer, CSEA's representative on the joint labor/management Committee on the Work Environment and Productivity (CWEP). "The State restored those ratings immediately, and if money was due, it was paid on the spot."

That left 400 cases, which CSEA presented to the Governor's Office of Employee Relations (OER) for final disposition.

"The State has now agreed to restore the original ratings in 360 out of the

400 cases," Langer said. "In at least 100 of these instances, restoration to the original rating will translate into additional money, generally in the form of awards."

This action leaves only 40 cases out of 415 which are still being challenged by the State agencies. Langer indicated that these 40 cases are being submitted to the CWEP Committee neutral, Joel Douglas, for final determination.

In addition to the 415 cases championed by CSEA were the following situations:

—At Downstate Medical Center the personnel office apparently unilaterally and arbitrarily downgraded 32 evaluations without the employees' knowledge. Management simply tampered with the files. The recent OER action will restore the original ratings and pay any monies due.

—In some cases, written evaluation forms of local CSEA officials contained clear and specific reference to union activities. OER has informed State agencies that it is patently wrong to include any such reference on evaluations. Such references are now in the process of being deleted.

—And in one case, an EnCon employee was evaluated by a person who had been his supervisor for only three days. The former supervisor was not permitted to provide any input. OER has directed both EnCon supervisors to jointly evaluate the employee.

"It's taken us months of effort to get to this point and to get these decisions," Langer commented. "But the figures are overwhelming, with more than 90 percent of the cases being resolved favorably and with the remaining cases being referred to a neutral party for final determination."

Jack Herrick: Father of four bats a thousand for competitive girls' softball

By Tony Rossi Jr.

In the mid-1970's many people were quite vocal about women and girls having an equal opportunity to participate in organized sports such as did men and boys. In Broome County, one man was more than just vocal about female participation in sports.

Jack Herrick, a Broome County employee for 23 years and father of four daughters, spoke out and acted for women's rights in organized sports and since his appearance has founded a girls' softball league and has become an accomplished girls' softball coach.

Herrick organized Broome County's first intra-county softball league for girls ages 13-15. In 1977 Herrick founded the Valley Junior Girls' Softball League, which has now completed four seasons. Currently Herrick is involved in the construction of two softball fields in Johnson City. "It is hoped the fields will be the best softball facility for girls in the area," said Herrick, who is involved in layout, organization and development of the fields which should be completed by the coming summer.

Herrick spends many hours of would-be free time as a coach of girls softball teams, and this year his All Star Team from Johnson City came in second in the Valley Junior Girls Softball League. In a recent girls softball invitational tournament, Herrick's team won several games against older age bracket teams to place fourth. That tournament drew many teams from as far as Middletown, Oswego, and points in Pennsylvania.

"Women's sports will bring about a whole new type of woman," said Herrick, who has a strong commitment to sports and its relation to a person's sense of self worth. "A person feels more self-worthy depending upon physical well being and ability to participate and possibly lose without being crushed," Herrick said, pointing out that these are characteristics fostered in organized youth sports programs.

"Throughout their dealing with sports, women will be more secure and able to cope with problems," Herrick said. When his daughter approached him after a tight scholastic basketball game once saying she had "never been so nervous," Herrick noddingly approved and said, "This will do you some good."

In addition to coaching, promoting and organizing girls' softball, Herrick was for six years a member of the Board of Directors of the Binghamton YMCA and was instrumental in opening the "Y" to women about five years ago. Herrick was vice president of the YMCA in Binghamton from 1978 to 1980.

Jack Herrick is a man who likes to get involved. "Most things I come in contact with I get involved in," Herrick said. "A few years back I went to a CSEA union meeting once . . ." Herrick started to say as he stopped to add how he ended up becoming the president of the Broome County unit of CSEA Local 804, from 1965 through 1968 and again from 1971 until 1974. Herrick has been active for many years with both the local and the Broome County unit as Chairman of Membership, and Constitution Committees and as a member of the Board of Directors of both the Local and Unit.

As chairman of the unit's negotiating team, Herrick negotiated benefits for Broome County employees during the pre-Taylor and post-Taylor Law days. Herrick holds the distinction of having negotiated the first contract under the Taylor Law, which drew night shift premiums, overtime pay for most employees, and personal leave days, in addition to much else. "That contract made improvements in almost every area," said Herrick.



ORGANIZER AND COACH of Broome County's first girls' softball team, Jack Herrick is dedicated to female participation in organized sports. "Women's sports will bring about a whole new type of woman," he said, confidently. Pictured above with Herrick is daughter Lynn, age 16, who actively supports her father's efforts.

Being involved in extra outside activities has never taken away from Herrick's dedication to the job. Herrick has been a county employee since October of 1957 and was promoted from a Junior Civil Engineer to Assistant Land and Claims Adjuster in 1970. Herrick is currently Acting Senior Engineer in the Engineering Division of the Department of Public Works in Broome County. This summer, in addition to this and his CSEA involvement, he will again become the honored coach of a girls' softball team and will continue to fight for the rights of women on the playing field.

Stevens textile workers vote secures long awaited contract

After a 17-year struggle to unionize the J.P. Stevens textile industry, employees at seven North Carolina plants have voted overwhelmingly to accept a 2½ year contract. The vote, which has been termed a milestone in the history of negotiations with the notoriously anti-union manufacturer, is expected to set an example for Stevens' remaining 153 plants.

The Civil Service Employees Assn. waged a highly visible campaign against the Southern-based industry, playing an active role in area demonstrations and the nationwide boycott of Stevens products. Other pressure tactics include fighting the election of Stevens executives to other corporate boards and picketing large chain stores such as Macy's which carries Stevens merchandise.

The Amalgamated Clothing and Textile Workers Union (ACTWU), began organizational attempts in 1963 but didn't garner the right to represent Stevens workers until 1974. This epic battle was depicted in

the movie "Norma Rae," the true-to-life story of a Roanoke Rapids worker, Crystal Lee Sutton.

It was at this same plant and six others that another scene was added to "Norma Rae," which ended in the long-deserved glory of a united work force. Now, thanks to the ACTWU and other pressure groups, the North Carolina workers are protected under a 2½ year contract.

The agreement calls for a 19 percent retroactive pay increase already established at non-union Stevens plants. The average allotment has been estimated at \$1,300 per employee. The pact also allows for arbitration and grievance measures, as well as a seniority system in job transfers and promotions.

As a part of the Stevens compromise, the ACTWU has agreed to halt the five-year boycott of Stevens goods and other ploys such as fighting the election of Stevens executives to other corporate boards.



Support union-endorsed candidates November 4