

Death of Frances DuBose Batiste affects Region II election plans

NEW YORK CITY — Following the untimely death of Region President Frances DuBose Batiste, the Metropolitan Region II Nominating Committee has reconvened and selected additional nominees from those eligible members who had submitted nomination forms for the office of region president.

It is still possible to seek regional office through the nominating petition process. To qualify in Region II, 348 signatures of members eligible to vote in the election must be received at CSEA headquarters by April 16.

It should be noted that under Article XII, Sec-

tion 3 of the CSEA Regional Constitution, no person may be a candidate for more than one regional office.

Therefore, any person nominated by the committee for one office who now wishes to seek another must first decline in writing the office for which they have been nominated. The deadline for declining nomination is April 5, and without such written declination, the individual's nominating petitions for another office will not be considered.

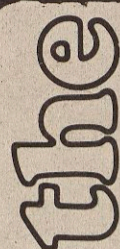
The constitutional prohibition against dual candidacy also means that CSEA will only consider

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REGION II
PRESIDENT
FRANCES
DUBOSE
BATISTE
DIES

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See
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Public SECTOR

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'BUREAUCRATIC GIBBERISH' FROM DIVISION OF BUDGET

ALBANY — The state Division of Budget's explanation of the understaffing it has caused in OMH, OMRDD and SUNY is bureaucratic gibberish, says CSEA President William L. McGowan.

In the deficiency budget the state Legislature directed the governor to increase the staff levels in those three agencies, or explain why not. On March 16, Budget Director Michael Finnerty released a report explaining why the will of the Legislature to maintain direct care staff in the mental hygiene agencies and adequate staff at SUNY has been thwarted.

Basically, the budget director says early retirements and the need for increased spending on prisons and state police caused the shortfall. But he adds the agencies have taken steps to minimize the impact on services.

"The budget director's report is so far removed from reality that it reads like 'Alice in Wonderland,'" said CSEA President McGowan. "Patients and workers alike are suffering in our institutions and SUNY programs are declining because of the Division of Budget's actions."

CSEA is asking the courts to force the

governor and Division of Budget to fill the jobs that the Legislature authorized.

The budget director's report concludes, "... the Executive fulfilled his responsibility to the purchasers of State notes..."

"The Executive also has a responsibility to the mentally ill and handicapped who rely on the state for care, to the students who depend on the state university for an education and to the workers in these agencies. In meeting his responsibility to the banks and investment firms that buy state notes the workers, patients and students must not be forgotten," McGowan said.

Appeals readied to invalidation of contract in Suffolk County

MINEOLA — Both CSEA and Suffolk County are preparing appeals to a recent state Supreme Court ruling which would invalidate the current contract covering 7,500 Suffolk County workers represented by CSEA.

However, all provisions of the contract currently remain in effect while parties prepare their appeals.

The judge ordered the contract invalidated after a Suffolk County taxpayer filed suit asking that the contract be declared void because the county negotiator's own salary increase was tied to the amount of the increase granted in the contract. The suit charged a conflict of interest on the part of the county negotiator.

CSEA Long Island President Danny Donohue at that time called the court ruling "an outrage." Donohue said "the union bargained in good faith and had no control over the way in which management raises were determined."

CSEA Attorney Michael Smith stressed he, too, sees no reason to invalidate the contract. "It's like throwing the baby out with the bathwater," he said.

Donohue, meanwhile, says "our members must not suffer for the county's shortcomings in handling the negotiations. It wasn't CSEA's idea to tie exempt employees' salaries to the pact, and I am convinced our 7,500 members in Suffolk County will see their contract upheld."

5% state raise coming

State employees in the Administrative, Institutional and Operational bargaining units will soon be receiving a 5 percent raise.

The increase negotiated by CSEA in the current state contracts will show up in paychecks of Thursday, April 26 for those on the institutional payroll and on Wednesday, May 2 for those on the administrative payroll.

The raises go into effect for the payroll period nearest April 1, but because the state lags, or defers, payrolls, will be in the later paychecks.

Members of the three bargaining units are scheduled to receive another 5 percent pay increase in September.

State can't withhold Tier III contributions

CSEA has scored a significant victory in state Supreme Court on behalf of public employees who joined the state public employees retirement system between July 1, 1976 and August 31, 1983 and who have been or will be terminated with less than 10 years of service.

Justice Joseph P. Torraca, in a suit brought by CSEA and other individuals against the state of New York, declared unconstitutional that portion of the state's Retirement and Social Security Law which was changed effective Sept. 1, 1983 to mandate that contributions made to the retirement system by members joining on or after July 1, 1976 and terminating service on or after Sept. 1, 1983 with less than 10 years of service be withheld until the individual reaches age 62 or dies. Justice Torraca ruled, however, that such contributions may be withheld from employees hired on or after Sept. 1, 1983. He also denied a portion of the suit which asked that the state be required to pay ordinary death benefits to the designated beneficiaries or estates of Tier III employees who die on or after Sept. 1, 1983 at the same rate as those who died before that date.

CSEA says it plans to appeal those portions of Justice Torraca's ruling concerning withholding of contributions of employees hired on or after Sept. 1, 1983, and death benefits.

NYC officials seek joint pay equity study

CSEA-state approach serves as model

NEW YORK CITY — Taking the lead from CSEA, New York City officials are calling on Mayor Ed Koch to fund a joint city-union comparable worth study of the municipal workforce.

"The city must begin now to study comparable worth so that in the future it can be implemented responsibly," declared City Council President Carol Bellamy at a recent hearing called to examine approaches to studying and implementing pay equity.

"I believe the best way for the city to achieve this goal, and to demonstrate its commitment to pay equity for the municipal workforce, is to follow the example set by New York state," she said, referring to funds negotiated by CSEA and the Governor's Office of Employee Relations for a job evaluation study of state workers.

Currently underway, the \$500,000 study will examine the effects of sex and race discrimination on wage-setting, testified Ronnie J. Steinberg, director of the Center for Women in Government's comparable worth program. It will also propose corrective measures for closing any wage gap that may be discovered in the state's employee classification system, which was established in 1937 and last revised in the 1950's, she said.

Steinberg stressed that the study will be the first to provide information on the systematic undervaluation of titles held primarily by minorities.

Countering comparable worth opponents who argue that job evaluation studies are invalid because they do not take into account labor's "free market value," Attorney Winn Newman said that studies are "a well-established practice used by employers for 100 years."

Newman, who successfully represented AF-SCME in a Title VII lawsuit against the state of Washington, testified that the court rendered the landmark decision based partly on information provided by job evaluation studies.



CSEA LOCAL 447 MEMBER Ann Worthy, who serves as Region II secretary, is interviewed by radio station WYNY reporter following her testimony at a pay equity hearing in New York City.

"All large employers use some form of job evaluation in the course of their normal wage-setting process," Newman contended. "Many employers, however, have not implemented their own evaluations' relative worth by establishing a wage structure based on the internal relationship of the jobs.

"Instead, they have skewed their own wage systems by paying lower rates to 'women's jobs, and occasionally 'black' jobs, on the grounds that they

are mirroring the market, which is simply the discrimination practiced by everyone else."

CSEA Regional Secretary Ann Worthy, a grade 5 stenographer at Brooklyn Developmental Center Local 447, told the panel that although she performs a wide range of complex and demanding duties involving extensive skill and responsibility, she earns only \$12,843 per year.

A state employee for more than 10 years, Worthy is the sole supporter of her household.

Beacon pact ratified

BEACON — The overwhelming ratification of a two-year contract in the city of Beacon provides 10.5 percent in pay hikes plus bonuses to CSEA employees here.

Field Representative Diane Campion explained that employees will receive a 3 percent bonus plus 5 percent across the board this year, retroactive to Jan. 1, and a 3 percent bonus next year plus 5.5 percent across the board.

In addition, employees will receive increased out-of-title pay, proration of parttimer benefits, a mileage increase, longevity increase, increments for clerical personnel and improved posting and bidding procedures.

"We are very happy with the provisions of the agreement reached after many, many hours of intensive negotiation and give and take on both sides," said Campion. "I would attribute our ability to reach this agreement to the superb efforts of the union negotiating committee and the slightly improved financial condition of the city and the professionalism of the city's negotiator."

The CSEA negotiating team consisted of Sands Frost, unit president, Linda Greenough, Kim McCollum, David Eraca, David Tomlins, Sam Slinsky and Stanley Zmudzinski.

SIDC contracting out decision hailed

ALBANY — An arbitrator's ruling that the use of private agencies to operate community residences constitutes contracting out has been hailed by CSEA President William L. McGowan as "a giant step forward."

CSEA won the precedent-setting decision as the result of a grievance filed at Staten Island Developmental Center. The union had charged the state with violating Article 22 of the CSEA-state contract which stipulates that "there shall be no loss of present jobs by permanent employees as the result of the state's exercise of its right to contract out for goods and services."

The grievance arose after a number of positions at the developmental center were eliminated because the state contracted with private agencies such as United Cerebral Palsy to operate community residences.

Initially, the state argued that the matter could not be arbitrated since it was "public policy" to enter into agreements with private agencies to operate such facilities, and because both the Mental Hygiene Law and the courts mandated it. The state also argued that such arrangements do not constitute contracting out.

Arbitrator Herbert L. Haber found that using pri-

vate agencies to operate community homes is contracting out, and he made a precedent-setting decision that "the grievance is arbitrable," noting that the movement of clients did not preclude the state itself from using state workers to operate such facilities.

Addressing the issue of the eliminated positions, Haber said that their elimination came "as a result of" placing clients in community residences. He also cited a previous arbitration award which further stipulates that contracted-out work must be "the same as the services performed by the laid-off employees."

Accordingly, Haber found that Article 22 was not violated when 31 mental hygiene therapy aides lost their jobs because community residence aide jobs are different. But the state did commit a violation when it laid off 35 other people in different job titles. He directed the state to offer full back pay and benefits to any of the 35 employees not previously offered alternative job opportunities.

Attorney Pauline Rogers Kinsella, commenting on the decision, noted, "We were successful in virtually all of the arguments which we made at the arbitration," but she expressed disappointment that the MHTAs were not reinstated.

Union mourns death of Region II President Frances DuBose Batiste

NEW YORK CITY — Frances DuBose Batiste, a staunch union activist who rose through the ranks to become president of the 23,000-member Metropolitan Region II of CSEA, died unexpectedly on Sunday, March 18 at Downstate Medical Center. She was 41.

Ms. DuBose Batiste was elevated to CSEA Metropolitan Region president last June, moving up from region first vice president to succeed George Caloumeno as head of the New York City area of CSEA.

She was born in South Carolina, the oldest of nine children in a family that later moved to Brooklyn, where she grew up. A homemaker for several years, she began her public service career in 1968 at Downstate Medical Center after completing an accelerated training program as a laboratory technician.

A union activist from the beginning, Ms. DuBose Batiste won her first union election in

1974 as second vice president of Downstate Medical Center CSEA Local 646. Two years later she was elected institutional representative, and in 1979 was elected president of Local 646. She was reelected local president twice more before becoming Metropolitan Region president.

She was elected first vice president of the region in 1981, having previously served as second vice president. She was also a member of CSEA's statewide Board of Directors and helped set up the Employee Assistance Program (EAP) in the state university system while a member of the statewide Labor/Management Committee of SUNY. In addition, she served as a member of CSEA's Convention Motions Committee.

Ms. DuBose Batiste is survived by her husband, Audley Batiste, an employee at Downstate Medical Center; two sons, Lawrence and Warren; and several brothers and sisters.



FRANCES DUBOSE BATISTE

'A STRONG LEADER WHO FOUGHT HARD'

We have all suffered a terrible loss with the death of Frances DuBose Batiste. Frances was not only a great unionist but a wonderful person as well.

Frances was a strong leader who fought hard for the interests of the members of CSEA. In a big union many people forget that while we work in many different jobs we have more in common as workers than we have differences. Frances never forgot that.

Upon taking office as region president she summed it up in these words, "We have to work together to solve our problems. We have to understand that the issues we face aren't institutional workers' issues or clerical workers' issues, but workers issues." That was Frances' belief and it is the kind of belief that makes a union strong.

CSEA will miss Frances, I will miss Frances.

But, most of all her family will miss her. To her husband, Audley, and her sons, Lawrence and Warren, I extend the deepest sympathy from all of us who are part of CSEA.

—CSEA PRESIDENT WILLIAM L. MCGOWAN

Brenda Nichols becomes new president of Metro Region

Brenda Nichols is the new president of CSEA Metropolitan Region II, succeeding the late Frances DuBose Batiste.

Nichols was the Region II first vice president and automatically became region president to fill the unexpired portion of her predecessor's term of office. The term expires at the end of June.

Nichols is a member of Brooklyn Developmental Center CSEA Local 447 and is also a Mental Hygiene representative on CSEA's statewide Board of Directors. She was elected second vice president of Region II in 1981, and was elevated to first vice president when Frances DuBose Batiste became president last June.



FRANCES DUBOSE BATISTE and Gov. Mario Cuomo. She pursued the interests of her members to the highest levels.



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OF PRIMARY IMPORTANCE
 TO THE FORMALITIES...



"AT LAST!
 HERE COMES THE
 BEST MAN!"

State employees get 'letter of thanks' for 'Christmas spirit'

ALBANY — State employees who participated in a Christmas program for needy families have been warmly praised in a letter to Gov. Mario Cuomo by Albany County Social Services Commissioner John J. Fahey.

"The support of 60 state agencies was instrumental in the delivery of the Christmas spirit to 1,047 children of 393 families served by the Adopt A Needy Family Program," wrote Fahey.

The commissioner termed the employees' donations and support "wonderful," and noted that the Albany-area agencies comprise one-fifth of the 361 groups that assisted in the program.

Adopt A Needy Family is structured so that an individual or group may contact social services and select a needy family to assist in various ways during the holiday season.

Fahey expressed special praise for employees of the Workers' Compensation Board, whose contributions, he said, "exceeded expectations."

Workers' Compensation Local 671 President Warren E. LeGere, noting it was the first time his members had taken part in the project, said that in one week they raised \$362 to help their adopted family of four.



COMMITTEE REMEMBERS — Local 671 President Warren LeGere points to the contents of the local's Adopt A Family file as committee members Linda Teal, standing, Joyce Romano and Jim Falato remember the holiday season efforts.



New school district officers installed

PATRICIA DEMPSEY, right, president of St. Lawrence County Educational Local 873, congratulates the newly-installed officers of the Hermon-DeKalb Central School District Unit at a recent dinner meeting in Canton. The new unit leaders, representing non-instructional employees at the school, are, from left, Treasurer Nancy L. Schofell, Secretary Christine B. LaQuier, Vice President Phyllis Gilbert, and President Nancy Bardeschewski.

**MARY E. PUGH'S
COMPELLING
COMMENTARY
ON LIFE AT A CRISIS INTERVENTION CENTER**

MY JOB

Mary E. Pugh is a mental hygiene therapy aide, grade 9, on the crisis residence staff at Utica Psychiatric Center. Married with four children, she has been a MHTA for 14 years and has worked at the facility's Crisis Intervention Center since 1975. The following account of one day in her working life was written by Mary in her own interesting style and is reproduced here virtually unedited.

My day begins when I enter our nine feet by eighteen feet smoke-filled, cluttered, noisy office. To my left there are four file cabinets, a coat rack filled with coats and sweaters, a fan and air purifier. There is something sitting on top of every cabinet. To my right there are four desks with lamps, phones, writing pads, filled ashtrays, stapler guns, rolls of tapes and, usually, dirty coffee cups. Directly in front of me is a gray table that is used as a catch-all for everything. There are cans of coffee, creamers, coffee pot, magazines, papers, pocketbooks and a small television on it. To further fill the small cluttered room there is another file cabinet, two book cabinets filled with books, three bulletin boards filled with memos, a blackboard and four wastepaper baskets. There exists no available space on top of anything within that room. There is a "hum" from all the different voices of the workers that are talking on the telephones. People are walking in and out of the telephone room and other conversations are taking place separate from the people on the phones. Two reports are in the process of being given. One for the Community Evaluation Team and one for the Crisis Residence Program. There is a possible mobile to Rome. "You may have contact with the Hunter House regarding so-and-so, there's telephone alerts you should note, please follow up with Mrs. Doe regarding her daughter. It's been busy at St. Elizabeth's (hospital) today so you may be called to screen someone there," we are told by the dayshift as they prepare to go off duty. They begin putting on their coats and gathering their personal belongings. "Good Night, have a good quiet evening" they all say as they begin leaving.

We, the 4 to 12 shift begin to settle in for the evening. I read the log book to ascertain what has taken place since I went off duty last evening. The phone rings. It's St. Elizabeth's E.R. (emergency room). "We have a 34 yr. old male here that tried to kill himself today. His wife found him locked in the bathroom with a loaded gun. Can you come up here and screen him?" "Yes, I reply, I'll be there shortly." As I hangup the phone many thoughts and questions filter through my mind. I find I am mentally trying to psych myself for I have no idea what type of situation is waiting for me.

Will there be family members there? If so will they need comforting, counseling emotional support? Why did he try to kill himself? Is he agitated? Will he need hospitalization? And most important, can I help in some way? I gather all the

things necessary for a screening. I take extra evaluation forms (725's), pencils, pens, writing pads, just in case there is someone else there that needs to be screened. Mentally I am still trying to prepare myself for the screening of the man that tried to kill himself. I get into the "crisis car" which is a crisis within itself and begin my journey to St. Elizabeth's Emergency Room.

It's a nice day and the weather is still warm. People are walking and children are playing. Traffic is slow. Again, my mind returns to the man in the E.R. Why did he try to shoot himself? I see the sign "St. Elizabeth's"; I turn onto the driveway and feel that old familiar knot in the pit of my stomach and wonder how many times I have felt that knot. I ask myself, "Is it worth it?" I am finally at the E.R. There are no ambulances parked outside. I park the crisis car, get out and wave at

the security guard. I enter the E.R. through the sliding glass doors. I am greeted by the E.R. staff and given the client's chart. He is in Observation Room B. I stand there long enough to read the chart and gather the demographical information. White male, age 34, Catholic, address, date of birth and present living arrangements. Ready or not I begin walking down the hall to Observation Room B. I am greeted by another security guard. We exchange greetings and I enter the room.

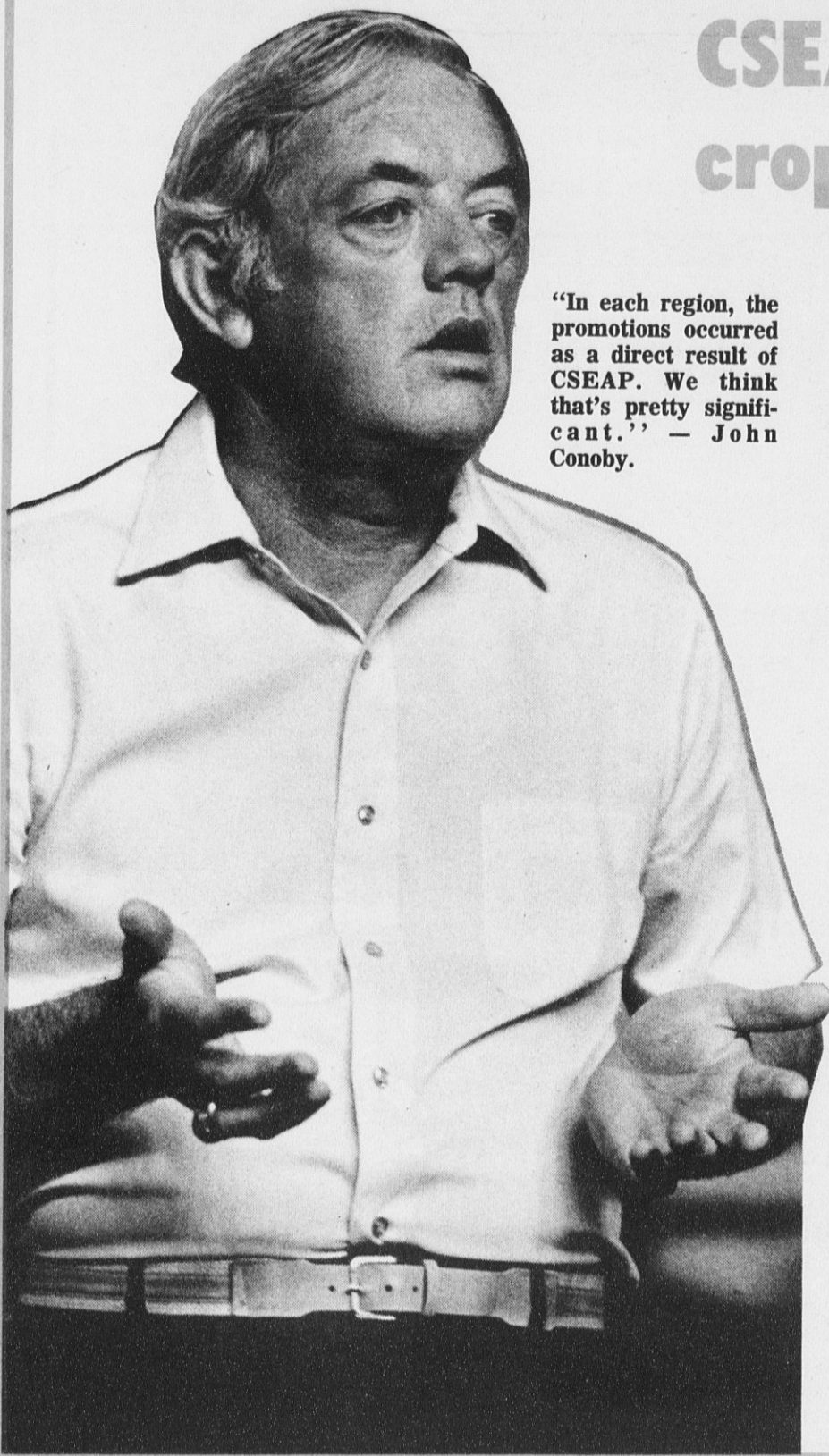
He is sitting there with his head bent, looking much older than his stated years. I introduce myself, explain I am from Crisis Intervention, and my reason for seeing him. Within 60 minutes I not only know a great deal about his past but also I know a lot about his present state of mind. As I sit listening to this human being talk about his chronic depression, his dissatisfaction with his career choice, his unhealthy bond with parents, and the problems he is having with his wife and children, I want to reach out, touch his hand and tell him things are going to be all right. But I can't, can't promise something that may never take place, so I deal with the here and now. I further question the client to determine present level of lethality. QUESTION: If you leave her what will you do? ANSWER: I don't know. QUESTION: Are you feeling as suicidal as you were earlier today? ANSWER: Yes. QUESTION: Will you attempt to kill yourself if you return home? ANSWER: Yes.

It is apparent that the lethality is high and in view of the fact that client cannot be admitted to St. Elizabeth's 2A, he has to be admitted to the Utica Psychiatric Center. This is discussed with the client and he is in agreement. He is aware that he is losing control and is a danger to himself. The on-call psychiatrist is contacted, information regarding the client is given, on-call agrees that a D.C.S. is appropriate. This information is forwarded to the duty Dr. in the E.R. He then talks to the client and D.C.S. papers are made out. I speak briefly with the client's wife and she too is in agreement.

I can only describe the way I feel after such a screening as drained, somewhat angry at life and at loose ends. How many times have I felt this way and or gone through these emotionally charged screenings? Hundreds, literally hundreds. I have comforted sobbing families, have helped Kunkle Ambulance attendants strap an individual that I had screened to a stretcher with her sobbing and pleading, "little black girl help me, please don't let them hurt me." I try to sooth her with a lump in my throat and tears in my eyes. I have reassured, supported, comforted and worked out alternatives to hospitalization. My shoulder has been used for crying many times. I am supposed to be strong for the people I am trying to aid and I am sure from the outward appearance I appear to be so, but in my heart I cry with them. Sometimes when I leave the E.R. or the C.E.T. (Crisis Evaluation Team) site I pound the steering wheel of the car and swear I am going to get of this emotional merry-go-round, but the next day I return to that smoke-filled, cluttered, noisy room with it's hum of voices trying to help and people walking in and out.

MARY E. PUGH

CSEAP reaps promos for crop of state workers



"In each region, the promotions occurred as a direct result of CSEAP. We think that's pretty significant." — John Conoby.

ALBANY — More than 1,900 state workers in the Administrative Services Unit of CSEA since 1979 have earned promotions — which they might not otherwise have gained — because of a job advancement program sponsored jointly by the union and the state.

According to a list recently released by CSEA, during the past five years the Clerical and Secretarial Employee Advancement Program (CSEAP) has helped workers in ASU attain a total of 1,917 promotions. CSEA Region IV had the highest number of new appointments at 911. Figures for the other regions were: Region I, 150; Region II, 274; Region III, 132; Region V, 189; Region VI, 261.

"The numbers for each region represent the total number of promotions that occurred as a direct result of the program and would not have occurred without it. We think that's pretty significant," said Collective Bargaining Specialist John Conoby, who helped negotiate CSEAP in the ASU contract.

Conoby explained that the program, which serves more than 37,000 employees in over 55 state departments and agencies, seeks to improve morale, productivity and career mobility by providing training and advancement opportunities. In addition to workers in clerical and secretarial jobs, it assists others in paraprofessional and professional careers such as budgeting, investment and administration.

"But our priority is to promote the workers in grades 3 to 5, the clerks who are making \$10,000 a year," said Conoby. "Their problem is that often they feel there is no way to get out of their low-paying jobs."

CSEAP creates advancement opportunities for these workers in three ways: through the introduction of new promotional exams, reclassification of existing titles, and creation of new titles.

In some cases, employees must go through a period of training in order to get their promotions. For instance, the Public Administration Traineeship Transition (PATT), a two-year program, can help employees in positions as low as grade 7 move up to jobs as high as grade 18 by preparing them for statewide civil service exams. A new word processing training program, scheduled to start in April, aims to help workers in clerical positions advance as high as grade 12.

CSEAP is implemented in state agencies by the Employee Advancement Section of the Civil Service Department which provides technical assistance, coordinates transition examinations, training and other services.

"OMH (Office of Mental Health), OMR (Office of Mental Retardation) and SUNY (State University of New York) are agencies that haven't tried to implement the program," said Conoby. "They need to be worked on more."

One major obstacle CSEAP faces now is the hiring freeze in state agencies, he said.

"New York is in a no-growth period now and that makes our job more difficult since CSEAP deals with promotion and doing things for people. Right now we have to center our efforts around helping workers get advanced to higher titles rather than trying to create new positions," he said.

Union still working to ward off layoffs in DFY

ALBANY — While the threat of layoffs in the Division for Youth remains, CSEA representatives left the third in a recent series of meetings with feelings that the layoff situation could be resolved in a positive manner.

At the session — involving a task force of state agencies — CSEA received the results of a comparability survey as well as information on bumping rights. The union also received information on the state's desire to have as many of the involved DFY employees apply for a special corrections officer examination. The exam is slated to be held April 14 with the results of the testing to be known by May 5.

Because of the active involvement of the task force and CSEA in this matter, there is speculation that should a DFY employee be successful in the examination and meet other requirements, he or she could switch from a DFY title to a CO title without any break in the public service career.

In addition, other state agencies which may be seeking personnel are being advised of the availability of the DFY employees so that career opportunities can be made known during the next few weeks and months.

Two phone numbers, one a 24-hour answering service, the other manned only during the workweek, have been established by the state to provide information on the DFY layoffs. The numbers are, respectively, (518) 473-7841 and (518) 473-7843.



PICKETING AND POLITICKING — Division for Youth employees picketed in front of DFY headquarters recently as inside CSEA representatives meet with a task force including DFY, the Department of Corrections and other state agencies. Outside, the picketers were joined by 30 members of CSEA Local 553 Harlem Valley Secure Center and PEF Local 327.

1984

International Games for the Disabled



NASSAU COUNTY TO HOST OLYMPIC GAMES

CSEA members to play a big role; McGowan issues call for more volunteers

Some 1,500 members in the Nassau County Department of Recreation and Parks are now preparing for a world-class olympic event — the 1984 International Games for the Disabled, to be held June 13-30 at the new Mitchell Park Athletic Complex in Uniondale.

The county is one of the hosts of the event, and CSEA members are working as electricians, carpenters, sign painters, grounds and maintenance crews, in public works and other capacities to ready the facilities. There are 1,200 employees in Recreation and Parks during the winter; the workforce doubles in summer.

The games bring together about 1,500 premiere amputee, cerebral palsy, blind and other physically disabled athletes from more than 45 countries. They compete in 22 different sports, including track and field, swimming, weightlifting, wrestling, cycling, wheelchair soccer, table tennis and equestrian activities.

In each event, the athletes are classified by the nature and degree of their physical disability. Many of the competitors are considered world-class athletes who have set national and international records in their sport.

This is the first time the games, created in 1976 and held every four years, are being held in the U.S. The first games were in Toronto, while Arnhem, Holland was the host site in 1980.

CSEA President William L. McGowan has officially pledged the union's support and endorsement of the competition, and has issued a call for volunteers.

According to Thomas Gargiulo, president of the CSEA Recreation and Parks Unit of Nassau

Volunteers are needed to work as drivers, guides, information people, computer specialists, clericals and official starters, timers and judges.

County Local 830, more than 1,200 individuals have already offered their help. Another 1,200 are needed as drivers, guides, information people, computer operators, clericals and officials (starters, timers, judges). They must be able to work a four-hour block of time.

The competition will be held within a one-mile radius of the \$11 million Mitchell Park Athletic Complex, which features an ultramodern pistol and rifle range and one of the world's top paved tracks with electronic timing capabilities.

Adjacent to Mitchell Park are Nassau County Community College and Hofstra University, both of which have excellent facilities. The Nassau Veterans Memorial Coliseum will also be used for some events.

Funded in large part by individuals, private sponsors and corporations, the games are expected to attract more than a quarter of a million spectators over the two-week period.

"Thanks to a great amount of talent and energy contributed on a voluntary basis, and continued support from CSEA and the private sector, the outlook for a tremendous event is excellent," said



CSEA member Nicholas Dellisanti, co-chairman of the games' social and recreation committee.

The games are endorsed by the U.S. Olympic Committee. Rules have been established by the three host organizations — the National Association of Sports for Cerebral Palsy, the U.S. Amputee Athletic Association and the U.S. Association for Blind Athletes.

Anyone who would like to volunteer for the games is urged to call Roda White, coordinator of volunteers, at (516) 542-4495.

Management's logic termed 'faulty' in Warren County contract dispute

WARRENSBURG — CSEA's Warren County local president says his 440 members would accept a wage hike that's on par with the nation's average salary increase — if the county would increase salaries to the national average.

"Nearly one-third of our members are earning salaries below the national poverty level for a family of four, which is \$9,999. And many of our members are the heads of large households," said Local 857 President Douglas Persons. "We need a good raise."

Persons remarks came in response to comments by Warren County Board of Supervisors Chairman Sterling Goodspeed, who recently suggested the local accept the national average salary increase of 2.5 percent this year, and take a 2.75 percent increase next year. The local is currently at impasse in contract negotiations with the board.

"Goodspeed is trying to convince the public that the county workforce is earning at or near the national average salary of \$14,899, which is far from the truth," said Persons. "His logic is totally faulty. We need a good raise."

In addition to a general pay boost, two other union demands are major stumbling blocks to a negotiated settlement — agency shop and job security for the labor class.

Persons called management's position on the job security issue "unrealistic . . . If the county can evaluate managerial employees within one year, it should certainly be able to do the same for a laborer," he said.

Schenectady activist honored



CONNIE COLANGELO, who has served eight years in various union leadership roles in CSEA's Schenectady County local, has taken a year's leave of absence to serve as secretary to Schenectady Mayor Karen Johnson. Colangelo, who received several honors on her departure, is pictured here with Region IV Director John D. Corcoran, left, and Region President C. Allen Mead, accepting an award.

Illinois state workers root for AFSCME, rout Teamsters in poll

CHICAGO — In a statewide mail ballot, 12,500 state of Illinois professional employees have overwhelmingly chosen representation by the American Federation of State, County and Municipal Employees (AFSCME). In doing so, they strongly rejected a bid by the Teamsters union to represent them.

"This is a tremendous victory for public employees in the state," said AFSCME President Gerald W. McEntee. "This is the largest head-to-head confrontation with the Teamsters that AFSCME, or any AFL-CIO union, has had in a long time, anywhere in the country. By their vote, state employees told the Teamsters that they have no business trying to represent public employees. They also strongly rejected the choice of no union representation, because they know that public employees need the voice on their jobs that AFSCME can give them."

Pipes repaired at Kings Park PC

KINGS PARK — A complaint lodged by CSEA concerning plastic pipes on sterilizing dish washers has led to the manufacturer of the equipment agreeing to replace the plastic pipe with metal pipes.

Plastic pipes on several of the dish washing machines at Kings Park Psychiatric Center broke and sprayed boiling water around the area. No employees were seriously injured, but CSEA Safety and Health Committee Chairman Mike Montanino lodged a complaint. Montanino discovered that similar machines at other state Department of Mental Hygiene facilities were equipped with metal pipes instead of plastic pipes, according to Kings Park Local 411 President Tony Bentivegna.

Bentivegna said that after one meeting with a representative of the equipment manufacturer, management officials told the union that the manufacturer agreed to replace the plastic pipes with metal pipes.

Now aboard Judicial Board



ED LAVIN, right, is congratulated by CSEA President William L. McGowan following Lavin's appointment to the union's Judicial Board. The newest member of the board is also president of Utica State Employees Local 014 and serves on the statewide Department of Taxation and Finance Labor/Management Committee.



VIDEO TAPES FOR LIBRARIES — The Albany and Schenectady county libraries have received video tape copies of the program "How To Prepare for a Civil Service Examination" from the CSEA Capital Region. At far left, Lou Alteri and Frank Tomecko watch as Phyllis Ochs of the Schenectady County Library receives the videos from C. Allen Mead, Capital Region president. At left, Mead and Al Oliver, Albany County Local president, present tapes to Maureen Read, Albany County Library Job Information Center librarian.



A VIDEO DISPLAY TERMINAL training program was conducted recently for first line supervisors of the state Department of Motor Vehicles under the sponsorship of the NYS-CSEA Safety and Health Maintenance Committee. Among the participants were, from left, CSEA Motor Vehicles Local 674 President Dann Wood, Local 674 First Vice President Suzanne Waltz and DMV Safety Officer Paul Grenier.

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CSEA RETIREMENT COUNSELING SERVICE
JARDINE INSURANCE BROKERS INC.
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SCHENECTADY, NEW YORK 12305

NAME _____

STREET _____

CITY _____ STATE _____ ZIP _____

PHONE NUMBER HOME _____ WORK _____

APPROXIMATE RETIREMENT DATE _____

SOCIAL SECURITY NUMBER _____

A Salute to Women

National Women's History Week was marked this month with a lot less fanfare and attention than might be expected from a country where women are a majority of the population.

CSEA, whose membership is also predominantly female, takes this opportunity to recognize the tremendous contributions women have made and continue to make for the betterment of CSEA's quarter of a million members.

A woman has served as statewide president of our giant labor union, two of the four statewide elected officers of CSEA are women, and women comprise a large portion of the union's statewide Board of Directors. In

addition, scores of CSEA locals are being run by women presidents and other key officers. Until the untimely death this week of Frances DuBose Batiste, she was the top elected official of the 23,000-member CSEA Metropolitan Region. She is succeeded by Brenda Nichols.

We salute the contributions of women to their union and to the society of which they are such an important part. Still, there is much to be done, as the various statistics on this page show. But these disturbing facts and figures do not diminish the gains by women. Rather, they illustrate how far women have come and the types of difficult obstacles they will overcome to reach their goals.

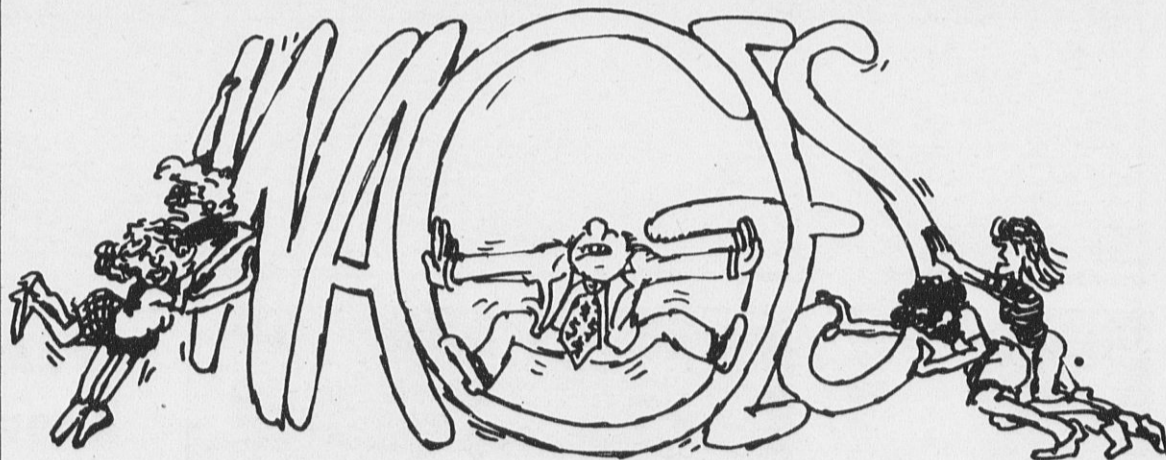
**YOU'VE COME
A LONG WAY,
BUT . . .**

WOMEN AND ECONOMICS

- **Women work because of economic need. Nearly two-thirds of all working women are single, widowed, divorced, separated, or have husbands whose incomes are less than \$15,000 per year.**
- The number of women who are the main support of their families has risen to the highest level ever recorded in this country.
- **Today, one of every six families (almost 10 million) is headed by a woman, compared with one of 10 in 1969. Thirty-six percent of black families are maintained by women.**
- Since 1969, there has been an increase in the number of female households below the poverty level. In 1982, more than 50 percent of the women who were heads of households had incomes below the poverty level, and the proportion of poor families headed by women continues to increase steadily.
- **Twenty-five per cent of all working mothers who head families with children still have incomes which fall below the poverty level.**
- Half of all men earn over \$15,000 per year, yet 90 per cent of all women who work outside the home make less than \$15,000 a year.
- **In 1955 women working fulltime and year-round earned 64 cents for every dollar earned by a man; in 1981 women brought home only 59 cents for every dollar earned by a man.**
- In 1980 two of every three poor adults were women.
- **According to the National Academy of Sciences, jobs held mainly by women and minorities pay less at least in part because they are held mainly by women and minorities. The Academy also found that the more an occupation is dominated by women, the less it pays.**
- On average, a woman with four years of college can expect to earn about the same salary as a man who never finished high school.
- **Fourteen states have laws mandating equal pay for comparable work.**
- In New York state more than twice as many women as men earned less than \$10,000. Five times as many men as women earned more than \$16,000.
- **Only 2.5 percent of black and Hispanic workers combined earned more than \$25,000. Almost 10 percent of white workers earned at least \$25,000.**

LABOR FORCE PARTICIPATION

- **Sixty-two percent of all women work. Forty-three percent of the workforce is female.**
- The greatest increase in the nation's labor force has come from increases in women workers.
- **As of December 1983, 48 million women 16 and over were in the labor force or 53 percent of all women over 16.**
- Fifty-four percent of all black women over 20 years old were in the labor force in December 1983.
- **Women remain in the labor force an average of 34 years.**
- The idea that most women are parttime workers is a myth. Most working women in the 1970s were employed full time (35 hours or more per week) or, if unemployed, were looking for fulltime jobs. In 1983, 70 percent of all working women worked fulltime.
- **In 1982, some 55 percent of children under 18 had working mothers as compared with 39 percent in 1970.**
- By March 1982, some 50 percent of all children below the age of six had working mothers.
- **Despite the ads displaying women doctors, pilots and scientists, women are still concentrated in low-paying, dead-end jobs. Eighty percent of working women are employed in only 20 out of the 427 occupations listed by the Census Bureau.**
- More than half of all women work in occupations which are more than 70 percent female, and 25 percent are in jobs which are more than 95 percent female.
- **Women constitute 47.9 per cent of all New York state employees. Yet, the ratio of women to men in top management positions is one to six and women are almost 85 percent of all employees in grades 3 to 7.**
- Minorities constitute 21.3 percent of the state labor force. About 65 percent are located in grades 3 to 12, with 24.8 percent of minorities employed in one job title, mental hygiene therapy aide.
- **White males are 44 percent of the labor force. They fill more than 48 percent of all service and maintenance jobs, and 14.7 percent are in grades 23 and above in high level managerial and professional jobs.**

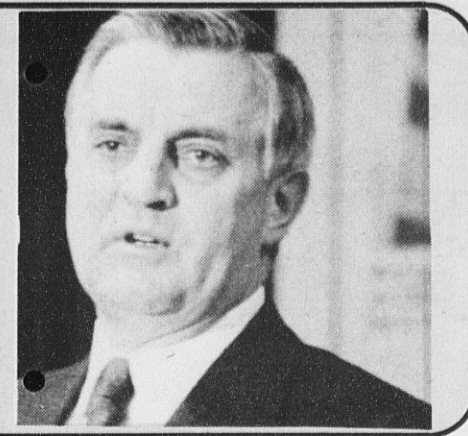


WOMEN AND UNIONS

- **On the average, weekly earnings of organized women exceed those of unorganized women in all industries by nearly 30 percent.**
- The number of women belonging to unions in the United States increased from 3.9 million in 1968 to 7.1 million in 1980.
- **The rate at which women joined unions was outpaced by the rate at which they entered the labor force.**
- Organized women represent 30 percent of the membership of all labor organizations; however, they constitute only 16 percent of all women workers.
- **The weekly earnings of all women working fulltime who were represented by labor organizations were 73 percent of those of all men similarly employed.**
- Employed black and other minority race women are more likely to belong to labor organizations than white women.
- **Forty-one percent of the employed black and other minority union members are women, compared to 28 percent for white women.**

MOBILIZE FOR MONDALE

THE NEW YORK PRIMARY APRIL 3



Elect CSEA's Mondale delegates



With New York state's April 3 primary shaping up as a major battle ground in the drive for the Democratic nomination for president, CSEA is putting together an all-out push to gain voter support for Walter F. Mondale.

Special emphasis is being placed on electing Mondale delegates to the Democratic convention, and CSEA officials and members are on the Mondale slates in several congressional districts.

Voters are urged, in particular, to vote for the following CSEA representatives on Mondale slates in the districts listed:

In the 4th Congressional District, Jeanne Angiulo, president of CSEA Local 606 at State University Ag & Tech College at Farmington is on the Mondale slate along with Joan M. Flatley, Arthur Reinback, John Ruggiero, Julius Seide, Carole I. Tabin and Roger Zimmerman.

In the 22nd Congressional District, voters are asked to support the Mondale slate of which CSEA member Sarah L. Jackson is a member. Others on her slate include William V. Hamilton, Rosalinda Perez, Edward Peskie, Christopher P. St. Lawrence, and Doris Jones.

In the 23rd Congressional District, the Mondale slate contains the name of CSEA Executive Vice

President Joseph E. McDermott as an alternate delegate. Others on this slate include Lorraine Kisielis, J. Leo O'Brien, Karen Johnson, James J. Coyne, Harriet N. Gibbons, Edward F. McDonough and Nancy E. Carey.

In the 24th Congressional District, CSEA President William L. McGowan is a candidate on the Mondale slate along with Romeo J. Naples, June B. Gurnett, Lucille P. Pattison and Nancy L. Sciocchetti.

In the 25th Congressional District, CSEA is represented on the slate for Mondale by State University at Cortland CSEA Local 606 President Patricia Crandall. Others on her slate include Fred R. Miller, David Manch and Karen Mahoney.

The 26th Congressional District Mondale team consists of Jefferson County CSEA Local 823 President Richard J. Grieco, member Kathleen Conley, and Robert A. Bouchard, Ann D. McCann and Margaret S. Campion.

And in the 32nd Congressional District, former CSEA staff member Ramona Gallagher is on the Mondale slate along with Leslie H. Calder, Christine S. Kroetsch, Henry T. Schiro, Rocco A. Sidari, Gerhard Folk and Martha K. Sette.

The CSEA-related individuals are shown here with a color tint for emphasis. When you enter the voting booth, look for Row D and vote for Walter F. Mondale and the Mondale delegates.

4th Congressional District								
OFFICES	PRESIDENT OF THE UNITED STATES (Vote for 1)	DELEGATE TO NATIONAL CONVENTION (Vote any 5)					ALTERNATE DELEGATE TO NATIONAL CONVENTION (Vote any 2)	
	1	2	3	4	5	6	8	9
D	Walter F. Mondale	DEMOCRAT Jeanne K. Angiulo (f) supporting Walter Mondale	DEMOCRAT Joan M. Flatley (f) supporting Walter Mondale	DEMOCRAT Arthur Reinbach (m) supporting Walter Mondale	DEMOCRAT Julius Seide (m) supporting Walter Mondale	DEMOCRAT Robert P. Zimmerman (m) supporting Walter Mondale	DEMOCRAT John L. Ruggiero (m) supporting Walter Mondale	DEMOCRAT Carole I. Tabin (f) supporting Walter Mondale

MONDALE

PLEDGES TO REVITALIZE OSHA; RESTORE FAIRNESS TO THE NLRB; AND CREATE JOBS AND TRAINING TO PREPARE WORKERS FOR THE JOBS OF THE FUTURE

22nd Congressional District												
OFFICES	PRESIDENT OF THE UNITED STATES (Vote for 1)	DELEGATE TO NATIONAL CONVENTION (Vote any 5)									ALTERNATE DELEGATE TO NATIONAL CONVENTION (Vote any 2)	
	1	7	8	9	10	11		13				
D	Walter F. Mondale	DEMOCRAT William V. Hamilton (m) supporting Walter Mondale	DEMOCRAT Rosalinda Perez (f) supporting Walter Mondale	DEMOCRAT Edward Peskie (m) supporting Walter Mondale	DEMOCRAT Sarah L. Jackson (f) supporting Walter Mondale	DEMOCRAT Christopher P. St. Lawrence (m) supporting Walter Mondale		DEMOCRAT Irene Fox (f) supporting Walter Mondale				

MONDALE

SUPPORTS ADEQUATE LEVELS OF PUBLIC SERVICES AND HE IS OPPOSED TO ANY CONTRACTING OUT OF PUBLIC JOBS

23rd Congressional District

OFFICES	D
PRESIDENT OF THE UNITED STATES (Vote for 1)	Walter F. Mondale
DELEGATE TO NATIONAL CONVENTION (Vote any 6)	DEMOCRAT J. Leo O'Brien (m) supporting Walter Mondale
	DEMOCRAT Karen B. Johnson (f) supporting Walter Mondale
	DEMOCRAT James J. Coyne (m) supporting Walter Mondale
	DEMOCRAT Harriet N. Gibbons (f) supporting Walter Mondale
	DEMOCRAT Edward F. McDonough (m) supporting Walter Mondale
	DEMOCRAT Nancy E. Carey (f) supporting Walter Mondale
ALTERNATE DELEGATE TO NATIONAL CONVENTION (Vote any 2)	DEMOCRAT Joseph E. McDermott (m) supporting Walter Mondale
	DEMOCRAT Lorraine A. Kisielis (f) supporting Walter Mondale

MONDALE

SUPPORTS THE IMPLEMENTATION OF A COMPREHENSIVE PROGRAM ON PAY EQUITY; ENCOURAGES THE USE OF FLEX-TIME AND DAY CARE CENTERS; AND SEEKS PASSAGE OF AND WOULD RATIFY THE EQUAL RIGHTS AMENDMENT

21st Congressional District										
OFFICES	PRESIDENT OF THE UNITED STATES (Vote for 1)	DELEGATE TO NATIONAL CONVENTION (Vote any 4)							ALTERNATE DELEGATE TO NATIONAL CONVENTION (Vote for 1)	
	1	6	7	8	9	10	11			
D	Walter F. Mondale	DEMOCRAT Michael P. Murphy (m) supporting Walter Mondale	DEMOCRAT Fredrica S. Goodman (f) supporting Walter Mondale	DEMOCRAT Michael J. Riolo (m) supporting Walter Mondale	DEMOCRAT Angela F. Magill (f) supporting Walter Mondale	DEMOCRAT Frederick D. Knapp, Jr. (m) supporting Walter Mondale				

24th Congressional District											
OFFICES	PRESIDENT OF THE UNITED STATES (Vote for 1)	DELEGATE TO NATIONAL CONVENTION (Vote any 4)								ALTERNATE DELEGATE TO NATIONAL CONVENTION (Vote for 1)	
	1	2	3	4	5					12	
D	Walter F. Mondale	DEMOCRAT Romeo J. Naples (m) supporting Walter Mondale	DEMOCRAT June B. Gurnett (f) supporting Walter Mondale	DEMOCRAT William L. McGowan (m) supporting Walter Mondale	DEMOCRAT Lucille P. Pattison (f) supporting Walter Mondale					DEMOCRAT Robert F. Flacke (m) supporting Walter Mondale	

25th Congressional District												
OFFICES	PRESIDENT OF THE UNITED STATES (Vote for 1)	DELEGATE TO NATIONAL CONVENTION (Vote any 5)							ALTERNATE DELEGATE TO NATIONAL CONVENTION (Vote any 2)			
	1	2	3	4				12	13			
D	Walter F. Mondale	DEMOCRAT Fred R. Miller (m) supporting Walter Mondale	DEMOCRAT Patricia Crandall (f) supporting Walter Mondale	DEMOCRAT David Manch (m) supporting Walter Mondale				DEMOCRAT Shary L. Zifchock (f) supporting Walter Mondale	DEMOCRAT Michael E. Lane (m) supporting Walter Mondale			

26th Congressional District										
OFFICES	PRESIDENT OF THE UNITED STATES (Vote for 1)	DELEGATE TO NATIONAL CONVENTION (Vote any 4)							ALTERNATE DELEGATE TO NATIONAL CONVENTION (Vote for 1)	
	1	2	3	4	5				11	
D	Walter F. Mondale	DEMOCRAT Robert A. Bouchard (m) supporting Walter Mondale	DEMOCRAT Kathleen Conley (f) supporting Walter Mondale	DEMOCRAT Richard J. Grieco (m) supporting Walter Mondale	DEMOCRAT Ann D. McCann (f) supporting Walter Mondale				DEMOCRAT Margaret S. Campion (f) supporting Walter Mondale	

32nd Congressional District													
OFFICES	PRESIDENT OF THE UNITED STATES (Vote for 1)	DELEGATE TO NATIONAL CONVENTION (Vote any 5)									ALTERNATE DELEGATE TO NATIONAL CONVENTION (Vote any 2)		
	1	7	8	9	10	11					19		
D	Walter F. Mondale	DEMOCRAT Leslie H. Calder (f) supporting Walter Mondale	DEMOCRAT Ramona L. Gallagher (f) supporting Walter Mondale	DEMOCRAT Christine S. Kroetsch (f) supporting Walter Mondale	DEMOCRAT Henry T. Schiro (m) supporting Walter Mondale	DEMOCRAT Rocco A. Sidari (m) supporting Walter Mondale					DEMOCRAT Paul F. Cole (m) supporting Walter Mondale		

CANDIDATES FOR REGIONAL OFFICE SELECTED

ALBANY — Regional nominating committees have issued their official reports in connection with CSEA's upcoming election of regional officers. Nominees for various regional offices have until April 5 to decline, and members interested in running for regional office may still gain ballot positions by the petition process.

Candidates selected by the nominating committees in each region are:

LONG ISLAND REGION I

President, Danny Donohue and Nicholas Marrano; first vice president, Nicholas Abbatiello, Michael Curtin, Joseph Noya and Ralph J. Spagnolo; second vice president, Arthur Loving and Charles J. Sclafani; third vice president, Carol Craig and James Martino;

Fourth vice president, Jack Geraghty and Haward S. Quann; secretary, Dorothy Goetz and Lynn P. Martins; treasurer, Jim LaRock and Sam Piscitelli.

METROPOLITAN REGION II

President, Denise Berkley, Jimmy Gripper, Roy Johnson and Willie J. Raye; first vice president, vacant; second vice president, James C. Neely, Helen Boyd and Constance Girard; third vice president, Joel Schwartz and Warren Albright;

Secretary, Ann Worthy and Alexander S. Glatt; and treasurer, Rose Feuerman Sutro and Sharon Katz.

SOUTHERN REGION III

President, Raymond J. O'Connor, Pat Mascioli and Carmine DiBattista; first vice president, John Cassidy, Gary "Barney" Eldridge and Sal Trabakino; second vice president, Alexander M. Hogg and Harold F. Ryan;

Third vice president, Francis J. DeLauri, Henry W. Walters, Rose Marcinkowski and John E. Lowery; secretary, vacant; and treasurer, Salvatore Greco and Doris A. Mikus.

CAPITAL REGION IV

President, C. Allen Mead; first vice president, Joan M. Tobin and Carmen Bagnoli; second vice president, Barbara L. Skelly, June Robak and Francis J. Wilusz; third vice president, Louis J. Altieri;

Secretary, Santa P. Orsino and Judith A. Remington; and treasurer, Gerald R. Toomey, Barbara A. Stack and Frances E. Jeffress.

CENTRAL REGION V

President, James J. Moore and Irene Carr; executive vice president, Patricia Crandall, Jon J. Premo and Edward (Bud) Mulchy; first vice president, Ralph L. Young and Mary E. Sullivan;

Second vice president, Bruce T. Nolan, Stephen M. Arbes, Robert W. Allen, Christine Carletta and Dolores Herrig; third vice president, George McCarthy and Thomas B. Keane Jr.

Secretary, Helen Hanlon; and treasurer, Dale E. King and Alberta K. Bardascini.

WESTERN REGION VI

President, Robert L. Lattimer and Dominic Spacone Jr.; first vice president, Donald A. Van Every and Florence Tripi; second vice president, Gerald M. Prince and Sara Sievert; third vice president, John P. Eiss and Thomas J. Warzel;

Secretary, Sheila Brogan; and treasurer, Joan Poisella, Linda M. Cote and James V. Kurtz.

Any member who is otherwise eligible may qualify as a candidate for regional office by submitting official nominating petitions carrying the signatures and Social Security numbers of not less than 2 percent of the region membership in good standing eligible to vote in the election. The numbers of valid voter signatures required for nomination are:

Long Island Region I, 977; Metropolitan Region II, 348; Southern Region III, 658; Capital Region IV, 678; Central Region V, 641; and Western Region VI, 618.

Independent nominating petition forms are available from regional offices upon written request. The deadline for receipt of petitions at CSEA headquarters is April 16.

Region II election

(Continued from Page 1)

an individual's petitions for one office. If a member submits petitions for more than one office, the first successful petition will determine the office for which the individual will receive a place on the ballot.

Independent nominating petition forms are available from region offices upon written request. Any member who is otherwise eligible may qualify as a candidate by submitting official nominating petitions carrying the signatures and Social Security numbers of not less than 2 percent of the region membership in good standing to vote in the election. In Region II, 348 valid signatures are required.

Procedures for candidate mailings

ALBANY — CSEA will comply with all reasonable requests of candidates for union office to distribute campaign literature to the membership at the candidates' expense.

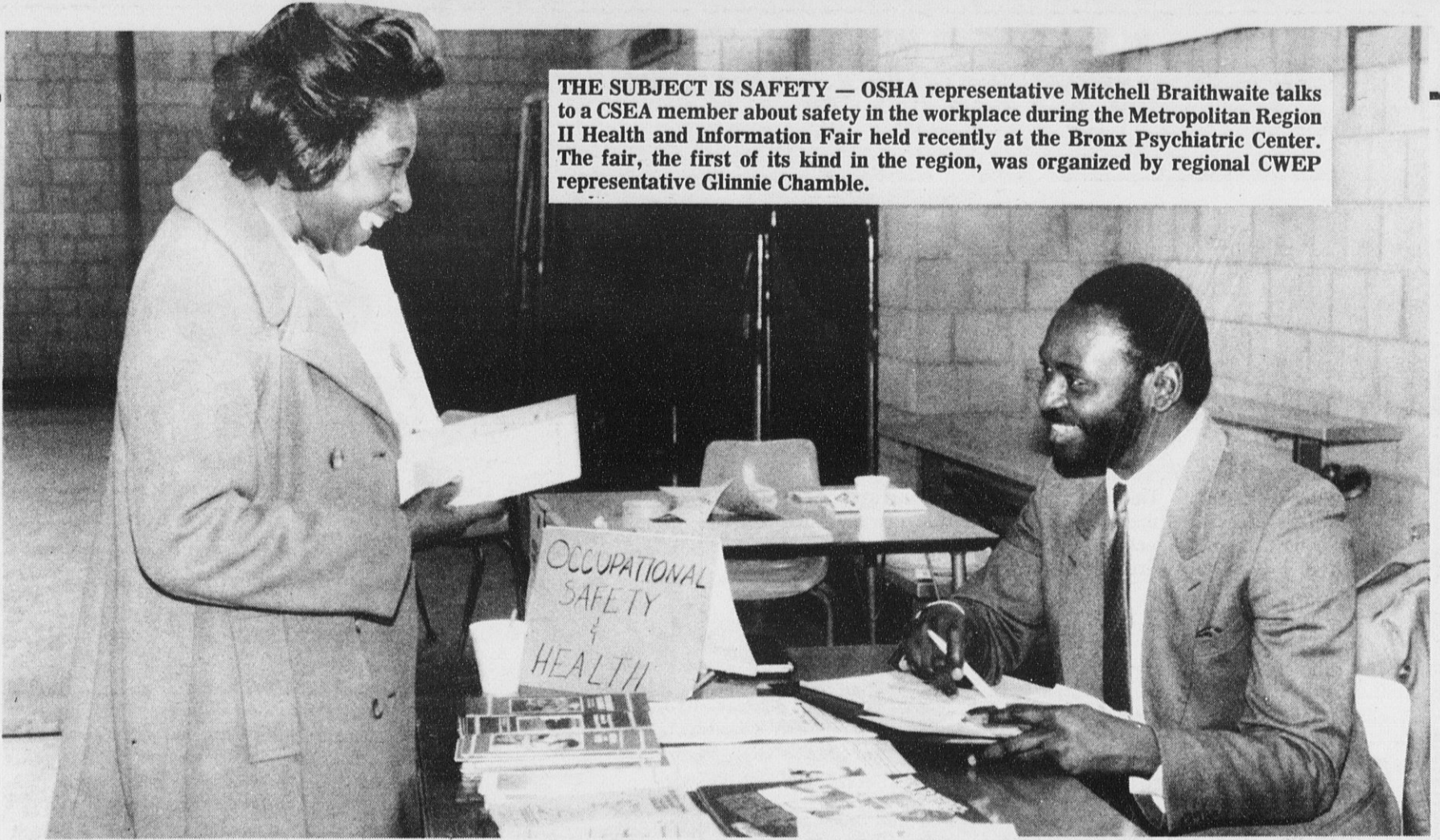
The following procedures apply to such mailings:

Candidates must pay in advance for the cost of the mailing. Mailings will be done on a first-come first-served basis. CSEA will mail campaign literature in standard No. 10 window envelopes, using CSEA-produced address flashers.

Maximum size for printed material is

8½" x 11", and the maximum number of enclosures in any one envelope is two. CSEA will print the requested number of campaign materials if provided with a master copy, and CSEA will stuff and mail the envelopes. Or a candidate may have campaign material printed and envelopes stuffed elsewhere and may then deliver the sealed envelopes to CSEA headquarters for mailing.

Questions from candidates concerning mailing costs should be directed to RoseAnn Hildreth at CSEA headquarters.



THE SUBJECT IS SAFETY — OSHA representative Mitchell Braithwaite talks to a CSEA member about safety in the workplace during the Metropolitan Region II Health and Information Fair held recently at the Bronx Psychiatric Center. The fair, the first of its kind in the region, was organized by regional CWEP representative Glinnie Chamble.

Region II holds first health fair



DENTAL OPTIONS — Participants at the fair examine dental service plans offered by a participating dental center.



ABC's of EAP — Region II EAP Coordinator Patrick Curtin and his assistant, Lisa Ortiz, were on hand to answer questions about the Employee Assistance Program, a statewide program which offers free confidential services to employees who need help with problems that may affect their work performance.



INSURANCE TABLE — Jardine Insurance Representative Burnette Andrews helps a Bronx Psychiatric Center employee fill out an insurance form.



CSEA members will be electing delegates to AFSCME Convention

Ballots will be in the mail soon to members eligible to vote for the election of CSEA delegates to the 1984 AFSCME Convention scheduled for June 17-22 in San Francisco, Calif.

CSEA will be sending 217 delegates to the AFSCME Convention. Delegates will be elected on a regional basis, with each CSEA region electing a specific number of delegates based on membership strength in accordance with the AFSCME and CSEA constitutions.

Ballots must be marked according to instructions printed on the reverse side of the ballot. Ballots will be picked up at the return post office indicated on Friday, April 20, 1984. Ballots returned after that date will not be valid.

Ballots may be cast for individual candidates, an entire slate of candidates, or a combination of both, but the total votes cast cannot exceed the number of delegates designated for that particular region. Voting for more than the allowed number of delegates will void the entire ballot. Members may, however, vote for less than the region's designated delegates total.

The election is by secret ballot. Ballots should be placed inside the "secret ballot envelope" provided, sealed, and then the secret ballot envelope should be placed in the enclosed self-

addressed, postage-paid, return envelope for mailing. Voters must sign the outside of the return envelope and write the individual's Social Security number where indicated. No write-ins are allowed when casting ballots.

Samples of the ballots by regions are printed in this issue of The Public Sector for general information purposes. These are sample ballots

and cannot be used for actual voting. Voting will be by official ballots only.

The names and spelling as they appear on these sample ballots are as requested by the individual candidate. However, candidates could request listing changes after this issue of The Public Sector went to press and final listings could be different than as they appear here.

Protest in Schuyler Co.

WATKINS GLEN — The largest demonstration of public employees in Schuyler County history turned out for a recent public hearing to protest the county's unwillingness to agree on a fair settlement of the wage and salary reopener clause in the 1982-84 contract.

According to Jim Hennerty, CSEA field representative and chief negotiator for 125 county employees in the Administrative and Highway unit of CSEA Local 849, more than 110 employees and supporters turned out in standing-room-only numbers for a recent hearing brought on by a union-declared impasse.

Hennerty said negotiations on the reopener began in July 1983. A fact finder's report in December recommended two pay increases of \$150 and \$250 for January and September of 1984.

"The county has refused to accept the fact finder's recommendations, despite CSEA's willingness to do so. CSEA has moved 90 percent toward a settlement. All we ask is for the county to meet us 10 percent of the way," Hennerty told the legislators.

Adding CSEA support to the demonstration were Administrative Unit President Florence Pike, Highway Unit President Richard O'Kane, and scores of county employees, former employees and concerned citizens from surrounding communities.

The county Legislature is expected to make a final decision regarding the salary increase in two to four weeks.

Save your Sector

THE PUBLIC SECTOR can keep right on working for you long after you've finished reading it. You can pass it on to a non-member fellow employee where you work, increasing that individual's awareness of the union and the good work it does. And you can discuss articles and information you read with fellow workers who might have missed them, thereby expanding the all-important communication network. And you can clip articles and information and post them on union bulletin boards for all to see. THE PUBLIC SECTOR — it keeps right on working for you.

Slate 1 (53 candidates)

"Region 1 AFSCME Slate"

- 1 Danny Donohue
- 2 Nicholas Abbatiello
- 3 Arthur Loving
- 4 Carol Craig
- 5 Jack Geraghty
- 6 Jean Wichmann
- 7 Dorothy Goetz
- 8 Michael Curtin
- 9 Catherine Green
- 10 Patrick Hahn
- 11 Carol Guardiano
- 12 Jerome P. Donahue
- 13 Frank Fasano
- 14 Shirley Germain
- 15 Walter Weeks
- 16 Al Henneborn
- 17 Tony Bentivegna
- 18 Joseph Noya
- 19 Joseph LaValle
- 20 Louis Mannellino
- 21 Thomas Byrne
- 22 Jeanne Angiulo
- 23 Ted Matthews
- 24 Charles J. Sclafani
- 25 Rita M. Wallace
- 26 Ralph J. Spagnolo
- 27 Stephen Goldberg
- 28 Doris Kasner
- 29 Sam Piscitelli
- 30 Eugene Cammarato
- 31 Ken Darby
- 32 Marie Fallon
- 33 Robert Ford
- 34 Alice Groody
- 35 Fred Gropper
- 36 Nancy Hernandez
- 37 Roosevelt Jackson
- 38 Tom Gargiulo
- 39 Gloria Moran
- 40 Michael Turner
- 41 John Aloisio
- 42 Nicholas LaMorte
- 43 Kevin Mastridge
- 44 James Piersanti
- 45 John Stein
- 46 Lynn Martins
- 47 Sue Carbone
- 48 Barbara Harrington
- 49 Alice Bender
- 50 Frances Bates
- 51 Joseph Sheridan
- 52 Francis W. Celentano Jr
- 53 Eugene Haynes

Region I

- 54 Dorothy Garage
- 55 August Nielsen
- 56 Kenneth Zwerling
- 57 Patrick Finno
- 58 Edward Allen
- 59 Gloria Gruppuso
- 60 Raymond Shelton
- 61 Thomas Holdner
- 62 Beth Luttinger
- 63 John Arculeo
- 64 Charles "Chuck" Knipping
- 65 Thomas Stapleton
- 66 Haward Quann
- 67 Sam Iadicicco
- 68 Will Grant
- 69 Whitney Booth
- 70 John Bivona
- 71 Barbara Johnson
- 72 Elizabeth Puttre
- 73 Aileen Ronayne
- 74 Therese Ribaud
- 75 Nicholas Marrano
- 76 Judy Jacobson
- 77 Jean W. Frazier
- 78 William E. Lewis
- 79 George Weyant
- 80 Arthur G. Wegman
- 81 Salvatore Pezzolanti
- 82 James Carey
- 83 Charles Bogacki
- 84 Theresa Hughes
- 85 Walter J. Harris

**VOTE FOR NO MORE THAN
53 CANDIDATES**



Slate 1 (20 candidates)

"Region II Leadership Slate"

- 1 Frances DuBose Batiste
- 2 Brenda Nichols
- 3 Ernest Punter
- 4 George Boncoraglio
- 5 Ann Worthy
- 6 Rose Sutro
- 7 Denis Tobin
- 8 Robert Nurse
- 9 Floyd Payne
- 10 James Wood
- 11 Tyrone Daniels
- 12 Mickey Cruz
- 13 Harriet Hart
- 14 Margaret Meaders
- 15 Denise Berkley
- 16 Ed Randall
- 17 Ed Bischoff
- 18 Darlene Hess
- 19 Leonara Lee
- 20 Roy Seabrook

Slate 2 (1 candidate)

"Metro Region II Sergeant-at-Arms"

- 21 Audley Batiste

Slate 3 (19 candidates)

"Solidarity Slate"

- 22 Jeraldine McMillan-Cherry
- 23 Robert Sage
- 24 Carson R. Searles
- 25 Barbara Moore
- 26 Doris Johnson
- 27 Arlene Corbett
- 28 Flora Young
- 29 Jacqueline Battle
- 30 James Neely
- 31 Reva Magazine
- 32 Joseph C. Johnson Jr.
- 33 Charles Jacobsen
- 34 Linda Williams
- 35 Rose M. Belton
- 36 Vincent F. Martusciello
- 37 Joseph I. Dec
- 38 Madeline Perry
- 39 Connie Indovina
- 40 Walter C. Nash

Slate 4 (20 candidates)

"The Membership Slate"

- 41 Jimmy Gripper
- 42 Ernest Richardson
- 43 Constance Girard
- 44 Warren Albright
- 45 Helen Carter
- 46 Sharon Katz
- 47 John Jackson
- 48 Sandra Febo
- 49 Fred Daniels
- 50 Barbara Farrell
- 51 Lamont "Dutch" Wade
- 52 Regina Alford
- 53 Anita Schiowitz
- 54 Rene Thompson
- 55 Everton F. Phillips
- 56 Danny White
- 57 Felix Rodriguez
- 58 Melvin Shepard
- 59 John Adams
- 60 Clarence Gilmore

Region II

Slate 5 (18 candidates)

"Administrative, Operational & Institutional Slate"

- 61 Willie Raye
- 62 Todd Reisman
- 63 Helen Royo
- 64 Nancy Hall
- 65 Elliot C. Bernstein
- 66 Sandra Fontanez
- 67 Edward Lawless
- 68 Douglas L. Murphy
- 69 Allan S. Teitler
- 70 Vanessa Phillips
- 71 Dolly Krampner
- 72 Frank Rodriguez
- 73 Cynthia Miley
- 74 John P. Jones
- 75 Millicent Patrick
- 76 Leo Bailey
- 77 Charisse Butler
- 78 Grace C. Dew

79 Alexander Stephen Glatt

Slate 6 (7 candidates)

"Region II Grievance Committee Slate"

- 80 Rajeeyah T. Muwwakil
- 81 Joel Schwartz
- 82 Louis Smith
- 83 Walter Taylor
- 84 Diane Young
- 85 Gwendolyn Glenn
- 86 Janet VevTrano

Slate 7 (6 candidates)

"In Your Best Interest Slate"

- 87 Roy Johnson
 - 88 Helen Coley
 - 89 Sadie Miles
 - 90 Frank Bell
 - 91 Gloria Wilson
 - 92 Iritta Dennis
- 93 Willie Terry

Slate 8 (16 candidates)

"New York City Representative Slate"

- 94 Madeline Keohan
- 95 Eleanor Broady
- 96 Doris Kanner
- 97 Sheldon Billips
- 98 Mary Mobley
- 99 Dorothy Robinson
- 100 Henry Gonzalez Jr.
- 101 Patricia Rose Metzger
- 102 Michael Ubelli
- 103 Gerald P. McCarthy
- 104 Renee Molling
- 105 Janice Allen
- 106 Ann LoDato
- 107 Barbara Batts
- 108 Ursula Jones
- 109 Ruby Jackson

VOTE FOR NO MORE THAN 20 CANDIDATES

Talks continue on Onondaga payroll

SYRACUSE — CSEA and Onondaga County have resumed their closed-door sessions to resolve the current county plan to alter the paycheck schedule for more than 3,500 employees in 10 units represented by CSEA.

At The Public Sector press time, CSEA Attorney Michael Smith had concluded another in a series of meetings with Local 834 President Patricia Callahan, 10 unit presidents and representatives of Onondaga County management.

Following the latest meeting, Callahan would not disclose proposal terms, but did reveal that both sides were in the process of researching proposals and counter proposals in an effort to resolve the issue.

The controversy centers around the Onondaga County plan to begin a "lag payroll" system that would delay paychecks as long as 10 days at the end of the calendar year. CSEA attorneys obtained a temporary court injunction to block the county move. The temporary court order continues while both sides are negotiating.

CSEA has strongly contended that any unilateral change in the payroll system by Onondaga County is illegal and a mandatory subject for negotiations. While the temporary injunction continues, county employees are being paid by check according to the current system.

Hempstead reaches terms on contract

Hempstead — The 2,300-member Town of Hempstead Unit of Nassau Local 830 has secured a tentative contract settlement providing substantial wage increases with no givebacks.

The terms were announced by Gus Nielsen, president, following long negotiations that stretched beyond the expiration of the previous contract last Dec. 21.

The settlement would give all employees wage increases of 7.5 percent this year and 7.25 percent for 1984 in addition to increments.

The unit fought off a bid by the town to change the health insurance carrier and gained an agreement that there would be no unilateral change and no lessening of benefits.

Employees who use their personal cars on town business would be reimbursed at a new rate of 28 cents per mile.

Next year, under the contract, the longevity schedule would be increased by \$100 at the 10th, 15th and 20th years of service, to a new total of \$850 increment for 20-year employees. Also, employees would get coverage under New York State Disability Insurance with two-thirds of the cost to be paid by the town.

The grievance procedure would also be tightened.

New Mineola members

MINEOLA — Employees of the Roosevelt Public Library have become the newest members by choosing CSEA as their union representatives. Theirs is the 15th local library in Nassau County to come under the umbrella of Nassau County CSEA Local 830.

The 15 libraries are all part of a single bargaining unit, formed last year and headed by Unit President Dina McNeice.

Local 830 President Jerry Donahue said that contract negotiations on behalf of the Roosevelt Public Library employees have begun.



Region III

Slate 1 (37 candidates)

"Official Region III Slate"

- | | |
|--|---|
| <input type="checkbox"/> 1 Raymond J. O'Connor | <input type="checkbox"/> 38 Carmine DiBattista |
| <input type="checkbox"/> 2 Pat Mascioli | <input type="checkbox"/> 39 Jack Shaw |
| <input type="checkbox"/> 3 Harold Ryan | <input type="checkbox"/> 40 Doris Mikus |
| <input type="checkbox"/> 4 Rose Marcinkowski | <input type="checkbox"/> 41 Jack Whalen |
| <input type="checkbox"/> 5 Eleanor McDonald | <input type="checkbox"/> 42 Raymond Ptak |
| <input type="checkbox"/> 6 Grace Woods | <input type="checkbox"/> 43 Solomon Williams |
| <input type="checkbox"/> 7 Marie Romanelli | <input type="checkbox"/> 44 Lee Pound |
| <input type="checkbox"/> 8 William Harris | <input type="checkbox"/> 45 Mary Rich |
| <input type="checkbox"/> 9 Rena Kobbe | <input type="checkbox"/> 46 Joe Roche |
| <input type="checkbox"/> 10 Ellis Adams | <input type="checkbox"/> 47 Anthony Blasie |
| <input type="checkbox"/> 11 Robert Watkins | <input type="checkbox"/> 48 Marlene High |
| <input type="checkbox"/> 12 Gary "Barney" Eldridge | <input type="checkbox"/> 49 Irene Amaral |
| <input type="checkbox"/> 13 Jack Cassidy | <input type="checkbox"/> 50 John Catoe |
| <input type="checkbox"/> 14 Frank Bosco | <input type="checkbox"/> 51 Paul Fortuna |
| <input type="checkbox"/> 15 Sean Egan | <input type="checkbox"/> 52 Henry Arvais |
| <input type="checkbox"/> 16 John Lowery | <input type="checkbox"/> 53 Irene Saccende |
| <input type="checkbox"/> 17 Richard Riley | <input type="checkbox"/> 54 Claire Rubenstein |
| <input type="checkbox"/> 18 Carole Peets | <input type="checkbox"/> 55 Sarah L. Jackson |
| <input type="checkbox"/> 19 Anthony Cassulli | <input type="checkbox"/> 56 Russell Ceccotti |
| <input type="checkbox"/> 20 C. Scott Daniels | <input type="checkbox"/> 57 Barbara Ritchie |
| <input type="checkbox"/> 21 Trudy Dacres | <input type="checkbox"/> 58 Marcia C. Weinstein |
| <input type="checkbox"/> 22 James Farina | <input type="checkbox"/> 59 Gary Orth |
| <input type="checkbox"/> 23 James McNutt | <input type="checkbox"/> 60 Carl A. Mathieson III |
| <input type="checkbox"/> 24 Wade Willis | <input type="checkbox"/> 61 Charles Rexhouse |
| <input type="checkbox"/> 25 Glenda Davis | <input type="checkbox"/> 62 Pearl Coleman |
| <input type="checkbox"/> 26 Alex Hogg | <input type="checkbox"/> 63 Ralph Matthews |
| <input type="checkbox"/> 27 Patricia Nealon | <input type="checkbox"/> 64 Brian Cox |
| <input type="checkbox"/> 28 Janice Schaff McGuinness | <input type="checkbox"/> 65 Sal Greco |
| <input type="checkbox"/> 29 Cindy Wholey | <input type="checkbox"/> 66 Robert D. Quicksell |
| <input type="checkbox"/> 30 Rich Saluga | <input type="checkbox"/> 67 Nadia Sadnytzky |
| <input type="checkbox"/> 31 Ed Carafa | <input type="checkbox"/> 68 David Tranter |
| <input type="checkbox"/> 32 Ron Chomiw | <input type="checkbox"/> 69 Frank DeLauri |
| <input type="checkbox"/> 33 Grace Ann Aloisi | <input type="checkbox"/> 70 Yvonne Nargy |
| <input type="checkbox"/> 34 Marie Lewis | <input type="checkbox"/> 71 Barbara Weber |
| <input type="checkbox"/> 35 Florence Kimmel | <input type="checkbox"/> 72 Vernon Cason |
| <input type="checkbox"/> 36 Pat Taylor | <input type="checkbox"/> 73 Steve Edwards |
| <input type="checkbox"/> 37 Mary Naylor-Boyd | |

VOTE FOR NO MORE THAN 37 CANDIDATES



CONTRACT SIGNED, SEALED — Pay hikes of 18.5 percent and a new dental plan are highlights of a three-year contract signed recently in the Ardsley (Westchester County) School district. CSEA Unit President John Souza, left, is shown being congratulated by School Superintendent Dr. Elmer Gast. Looking over their shoulders are Assistant Superintendent Dr. Fred Kowalski, Westchester CSEA Local 860 President Pat Mascioli, Director of Employee Relations Dr. Rosemary Townley, and Field Representative Don Partrick.

Region IV

Slate 1 (37 candidates)

"United Slate"

- | |
|--|
| <input type="checkbox"/> 1 Joseph E. McDermott |
| <input type="checkbox"/> 2 C. Allen Mead |
| <input type="checkbox"/> 3 Joan M. Tobin |
| <input type="checkbox"/> 4 Barbara Skelly |
| <input type="checkbox"/> 5 Louis Altieri |
| <input type="checkbox"/> 6 Judy Remington |
| <input type="checkbox"/> 7 Gerald Toomey |
| <input type="checkbox"/> 8 Jeanne Kelso |
| <input type="checkbox"/> 9 Susan Crawford |
| <input type="checkbox"/> 10 Carmen Bagnoli |
| <input type="checkbox"/> 11 Dolores Farrell |
| <input type="checkbox"/> 12 Milo Barlow |
| <input type="checkbox"/> 13 Betty Nichols |
| <input type="checkbox"/> 14 Barbara Charles |
| <input type="checkbox"/> 15 Bill Zippiere |
| <input type="checkbox"/> 16 Marianne Herkenham |
| <input type="checkbox"/> 17 Judy Salisbury |
| <input type="checkbox"/> 18 Leroy Holmes |
| <input type="checkbox"/> 19 Doug Persons |
| <input type="checkbox"/> 20 Betty Lennon |
| <input type="checkbox"/> 21 Dann Wood |
| <input type="checkbox"/> 22 Fran Wilusz |
| <input type="checkbox"/> 23 Jeanne Lyons |
| <input type="checkbox"/> 24 John Francisco |
| <input type="checkbox"/> 25 Tom Jefferson |
| <input type="checkbox"/> 26 Bill McMahon |
| <input type="checkbox"/> 27 John Gully |
| <input type="checkbox"/> 28 John McAlonan |
| <input type="checkbox"/> 29 June Robak |
| <input type="checkbox"/> 30 Frank Tomecko |
| <input type="checkbox"/> 31 Cindy Egan |
| <input type="checkbox"/> 32 Tony Muscatiello |
| <input type="checkbox"/> 33 Barbara Stack |
| <input type="checkbox"/> 34 Richard Canniff |
| <input type="checkbox"/> 35 Betty Collins |
| <input type="checkbox"/> 36 Corinne Daly |
| <input type="checkbox"/> 37 Bill Sohl |

- | |
|---|
| <input type="checkbox"/> 38 Georgianna Natale |
| <input type="checkbox"/> 39 Ellen Diange |
| <input type="checkbox"/> 40 Glennen Woodward |

Slate 2 (2 candidates)

"Local 444 USDC Slate"

- | |
|---|
| <input type="checkbox"/> 41 Jane Capozzi |
| <input type="checkbox"/> 42 Theodore Jacobs |

- | |
|--|
| <input type="checkbox"/> 43 Warren Moloney |
|--|

Slate 3 (2 candidates)

"Star Slate"

- | |
|---|
| <input type="checkbox"/> 44 Donald M. Forchilli |
| <input type="checkbox"/> 45 James Ingoldsby |

Slate 4 (2 candidates)

"Schuylerville Central Slate"

- | |
|--|
| <input type="checkbox"/> 46 Kim Gamache |
| <input type="checkbox"/> 47 Cheryl Foote |

- | |
|--|
| <input type="checkbox"/> 48 Beatrice B. Verleger |
|--|

Slate 5 (2 candidates)

"Crime Slate"

- | |
|--|
| <input type="checkbox"/> 49 Kathleen Wojnarowski |
| <input type="checkbox"/> 50 Laraine Kuchis |

VOTE FOR NO MORE THAN 37 CANDIDATES

DMV parttimers get benefits

HAUPPAUGE — Three parttime Department of Motor Vehicles employees who were three minutes a day short of the required 18 and three-quarters hours a week needed to be eligible for benefits now are enjoying full benefits as a result of CSEA's intervention on their behalf.

CSEA brought the plight of Motor Vehicle Representatives Beatrice Cook, Mary Hope and Florence Hotcaveg to the attention of DMV's director of personnel when additional work time was given not to them but to new part timers.

"The situation became unfair when three other parttime employees were hired to work 18 and three-quarters hours per week in the same office as Cook, Hope and Hotcaveg," said Tom Byrne, president of Long Island State Employees Local 016. The three new employees were not selected from the civil service list.

The DMV personnel director felt "it is appropriate to increase the workweek of Ms. Cook, Ms. Hope and Ms. Hotcaveg one-quarter of an hour per week," Byrne said.



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**1984 CONVENTION • JUNE 17-22
SAN FRANCISCO, CALIFORNIA**

Region V

Slate 1 (36 candidates)

"Leadership Slate"

- 1 Jim Moore
- 2 Pat Crandall
- 3 Ralph L. Young
- 4 Bruce T. Nolan
- 5 George McCarthy
- 6 Helen Hanlon
- 7 Mary Sullivan
- 8 Marge Coggeshall
- 9 Linda Fiorentino
- 10 Irene Carr
- 11 Richard Wise
- 12 Dorothy Penner
- 13 Jon Premo
- 14 Mary Lauzon
- 15 Carlo Guardi
- 16 Nancy Roark
- 17 Hugh McDonald
- 18 Joan Brower
- 19 Dolores Herrig
- 20 Bud Mulchy
- 21 Pat Callahan
- 22 Ron Draper
- 23 Carol Riggall
- 24 Richard Grieco
- 25 Doris Pratz
- 26 Robert Allen
- 27 Claire McGrath
- 28 Richard Reno
- 29 Sharon Connor
- 30 Francis J. Mitchell
- 31 Kathy Collins
- 32 Chuck Whitney
- 33 Loretta Rodwell
- 34 Don Zimmerman
- 35 Linda Crisifulli
- 36 Frank Peretta

- 37 Rick Galbally
- 38 Thomas Keane Jr.
- 39 Maureen Malone
- 40 Nancy Shell
- 41 LeRoy McClain
- 42 Sam Ramsey

Slate 2 (4 candidates)

"Rome Developmental Center Slate"

- 43 Emma Gallo
- 44 Kathleen Olenivch
- 45 Stephen Arbes
- 46 Anthony Gallo

VOTE FOR NO MORE THAN 36 CANDIDATES



Region VI

Slate 1 (34 candidates)

"Region VI Slate"

- 1 William L. McGowan
- 2 Barbara M. Fauser
- 3 Robert L. Lattimer
- 4 Robert C. Smith
- 5 Gerry Prince
- 6 John P. Eiss
- 7 Sheila A. Brogan
- 8 Joan Poisella
- 9 Barbara Reese
- 10 Joe Polito
- 11 Sharon Vidler
- 12 Herm Parson
- 13 Jim Bourkney
- 14 Creola Sheldon
- 15 Barbara J. Christy
- 16 Tim Anderson
- 17 James Kurtz
- 18 George Growney
- 19 Richard C. McIntyre
- 20 Skip Dunham
- 21 Arthur E. Howell
- 22 Jack Schlenker
- 23 Dominic Spacone Jr.
- 24 Mary Ann Bentham
- 25 Salvatore A. Castro
- 26 Florence Tripi
- 27 Elaine Mootry
- 28 Penny Bush
- 29 James Jayes
- 30 Kathleen J. Berchou
- 31 Kathy Pontillo-Button
- 32 Brian J. Madden
- 33 Tom Messina
- 34 Vic Marr

Slate 3 (5 candidates)

"Judiciary 335 Slate"

- 37 Betty L. Farrell
- 38 Ralph W. Hesson
- 39 Mary L. Krinking
- 40 A. Sam Notaro
- 41 William W. Johnson

- 42 Dawn F. Lyman
- 43 Sara Sievert
- 44 Randie N. Brewer

Slate 4 (5 candidates)

"Membership Slate"

- 45 Betty Williams
- 46 Geraldine Wiggins
- 47 Wilma Hasser
- 48 Sandra Howard
- 49 Doris W. Williams

Slate 5 (2 candidates)

"Independent Slate"

- 50 Tom Warzel
- 51 William Thomson

- 52 Scott J. Corey
- 53 Donald A. Van Every
- 54 Diane E. Zito
- 55 Dominic Savarino
- 56 Linda Cote

Slate 2 (2 candidates)

"Membership Slate"

- 35 Patricia Pflieger
- 36 Mary (Candy) Saxon

Slate 6 (3 candidates)

"State College at Buffalo Slate"

- 57 Rose Marie W. Mack
- 58 Walter K. Cochran
- 59 Joseph F. Territo

- 60 Gib Collins
- 61 Jerome H. Bartel
- 62 Frank Lysaght
- 63 Terrence Melvin

VOTE FOR NO MORE THAN 34 CANDIDATES

HUM THIS PAGE when you go shopping

Whistle it. Sing it. It'll put spring in your step and American-made clothes in your closet!

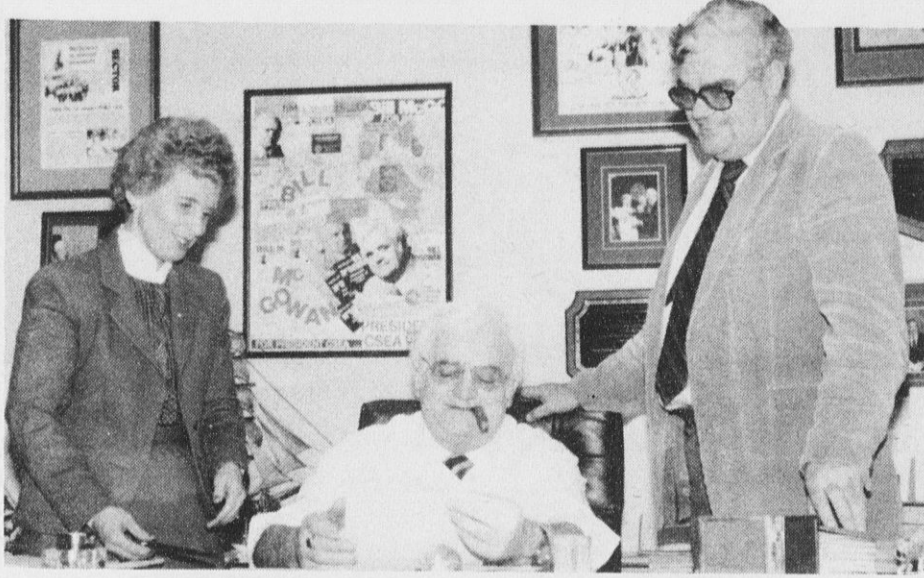


"UNION LABEL"

© 1975 International Ladies' Garment Workers' Union

If union families don't give a hum, who will?

Guild succeeds Burgess as assistant to McGowan



ALBANY — One familiar face has replaced another as assistant to CSEA President William L. McGowan.

Robert Guild has taken the place of Judy Burgess who recently accepted a post in the governor's office as a deputy director for scheduling.

Guild joined the CSEA staff in 1967 as a field representative and two years later became a collective bargaining specialist. Previously he worked more than 16 years at Marcy Psychiatric Center where he was a CSEA activist and local president.

Burgess leaves CSEA after 19 years involvement which began when she organized co-workers at the Geneva School District into a unit of CSEA Ontario County Local 835. One of her proudest accomplishments as a unit president there was achieving 100 percent membership in the union from among the employees.

Later, she became county local president, served on the union's board of directors, and was elected CSEA Western Region secretary. She also served on numerous statewide committees.

In 1980, Burgess became McGowan's assistant and in that role became a familiar face statewide.

CSEA PRESIDENT WILLIAM L. MCGOWAN is flanked by Judy Burgess, left, his former administrative assistant, and Robert Guild, his new executive assistant.

Region IV leaders meet to talk about upcoming elections, Rebuild N.Y. bond

LATHAM — The economic impact of the passage of the Rebuild New York Bond, regional elections and AFSCME delegate elections were among the main topics of discussion at a recent dinner meeting of Region IV leadership.

"Our efforts to pass the Rebuild New York Bond are beginning to pay off," C. Allen Mead, president of the Capital Region, reported to the 238 local and unit leaders who attended the evening business session.

"Beginning in April, the Department of Transportation will begin rebuilding 300 bridges and replacing 500 miles of highway," said Mead. "This will cost \$825 million; \$300 million of that came directly from the bond. And many of

those projects will be carried out in the counties which make up the Capital Region."

Mead reviewed the procedures for the upcoming regional elections and talked about the schedule for the upcoming AFSCME delegate elections. "These procedures are very important and should be followed to the letter so that every individual who is interested in seeking an office or a delegate position has equal opportunity to do so," he said.

Following various complaints from the floor concerning the activities of a discount vendor, Mead directed the leadership to advise their local membership that CSEA does not have exclusive arrangements with any vendor,

but rather notifies its membership that a vendor has services available to them.

"It's still a 'let the buyer beware' situation because what a vendor says to us may not be what he says to a local or a member who calls him up. We have to be careful in such situations," Mead said.

Regional Director John D. Corcoran Jr. and Regional Attorney Richard Burstein updated the leadership on topics of concern.

Corcoran also noted that Patrick Manchino, a regional collective bargaining specialist, is retiring after 16 years of service to the union. Corcoran paid tribute to Monachino's service to union members.



C. ALLEN MEAD — "Let the buyer beware."



GETTING THE MESSAGE ACROSS — Rochester Psychiatric Center Local 420 member Hazel Stewart, right, is congratulated by CSEA Western Region President Robert L. Lattimer, center, and Local 420 President Herman Parson outside Rochester TV-13 studios. Stewart had just completed an extensive interview for the station concerning union complaints about shortstaffing of staff personnel at mental health facilities, including the one at Rochester.

CSEA members triumphant in trio of arbitrations

Yorktown worker gets job back with back pay

YORKTOWN — More than \$5,000 in back pay and a promotion have been awarded a town employee here in an arbitration proceeding brought by CSEA on his behalf.

The decision involved Norman Hughes, a town employee for 24 years who was passed over for a promotion when an eight-year employee was appointed to the position of heavy motor equipment operator in April 1981.

CSEA Attorney Arthur Grae emphasized that, according to the contract, seniority is supposed to be a major factor in the consideration of non-competitive promotions. In this case, the eight-year employee had no experience in operating the equipment needed for the new job. Hughes did, but the town contended that he was unable to cope with the physical requirements of the position. After a lengthy arbitration process, it was decided that Hughes would be promoted if he were deemed fit by a physician.

A physician appointed by the town submitted a brief report stating without specific reasons that Hughes was unfit for the job. Grae was dissatisfied with the report and insisted that Hughes be examined by another doctor. Hughes got a second opinion and was found physically able to take on the new job. He was awarded back pay in the amount of \$5,152.

Field Representative Donald Partrick credited Grae and the CSEA Legal Assistance Program with bringing Hughes' case to a satisfactory conclusion.



YORKTOWN EMPLOYEE Norman Hughes, center, is congratulated by Westchester Local President Pat Mascioli after Hughes was awarded a promotion and a check for \$5,000 for back pay as a result of an arbitration decision. Hughes was passed over for the promotion, which was given to a less experienced employee. With Hughes is CSEA Attorney Arthur Grae, Field Representative Don Partrick and Yorktown Unit President Lawrence Greene.

Old job, \$25,000 go to Mount Vernon housing employee

MOUNT VERNON — A Mount Vernon Housing Authority employee has recovered his job and stands to regain some \$25,000 in back wages and accruals as the result of a recent arbitrator's decision. CSEA member James Patrick, represented by the union in the proceeding, had been discharged without first being given a disciplinary hearing.

After a period of hospitalization in October 1982, Patrick was told by his supervisor that he could not return to work despite a letter from his doctor certifying his fitness. In December, he again submitted a letter from his doctor stating that he was "medically cleared to return to work."

But the supervisor rejected the letter saying that Patrick could not "just go to work after so long an absence and illness" and that he would have to bring his case to the board of directors of the housing authority.

In January 1983, a letter was sent to Patrick by the executive director of the housing authority informing him that his case was being referred to the board of commissioners for "further deliberation and determination." However, charges were never made.

Meanwhile, Field Representative Larry Sparber wrote to Patrick's supervisor telling him that there had been no resolution of Patrick's request that he be returned to work. Sparber demanded an immediate response.

When the housing authority did not reply, a grievance was initiated claiming that, as a non-competitive class employee, Patrick had a contractual right to a Section 75 hearing. The grievance also demanded retroactive payment of all monies and benefits from October 1982 to the present.

Still, the housing authority refused to reinstate Patrick or to give him a hearing. The matter then was referred to arbitration.

Because of delays and attempts by the housing authority to stay the arbitration, the case was not heard until January 1984. At that time, the housing authority claimed that disciplinary action had not been taken because Patrick could not be located.

CSEA Attorney Arthur Grae refuted that claim and the American Arbitration Association decided to award Patrick his job as well as back pay and accruals.



TOM MCGREGOR, center, a village of Potsdam employee, offered a smile of approval when Grievance Chairman Bill Smith, left, and Unit President Bob Meashaw visited his worksite with the good news he had won his recent arbitration over wages.

Pay raises won for Potsdam worker by CSEA legal program

POTSDAM — With union help, a CSEA member in the Village of Potsdam Unit recently won two increases in his pay check — first in a grievance settlement and then through arbitration.

The village worker, Tom McGregor approached CSEA's Legal Assistance Program in February 1983 when he was reassigned from a position as a motor equipment operator (MEO) to the Potsdam Water and Sewage Treatment Plant and continued to be paid at his MEO rate of \$6.42 per hour. A grievance was filed that resulted in McGregor being reclassified as a water and sewage treatment mechanic. The settlement also provided retroactive pay at the rate of \$7.25.

But McGregor's problems continued when his first full pay check in June did not include a 5 percent increase given to all employees June 1, 1983, as the contract specified.

McGregor again turned to CSEA and requested arbitration.

Spokesmen for CSEA called attention to the specific contract language calling for a 5 percent salary increase effective June 1 for all employees covered by the current agreement.

More than four months after arbitration was begun, PERB issued a decision that the village of Potsdam had violated the contract and McGregor was entitled to the 5 percent salary increase retroactive to June 1.

The preliminary grievance work was handled by Bill Smith, unit grievance chairman; Bob Meashaw, unit president; and Steve Ragan, CSEA field representative. CSEA Regional Attorney William Maginn, Jr. represented McGregor during the arbitration.

vote
for

WALTER F. MONDALE

NEW YORK PRIMARY • APRIL 3rd



PRESIDENT'S MESSAGE

William L. McGowan
CSEA President

'THE BEST CANDIDATE FOR THE FUTURE OF WORKING PEOPLE'

The voters of New York may decide the Democratic candidate for president of the United States when we cast our ballots on Tuesday, April 3, 1984.

CSEA is endorsing Walter F. Mondale because he has the best record for working Americans, in general and public employees in particular.

PUBLIC EMPLOYEES: At CSEA's 1983 Delegates Convention Mondale expressed his support for public employees, "While you struggled to serve more people with less money, they (the Reagan administration) have heaped ridicule on public employees. They've implied you are lazy and don't care about the people you serve. They are absolutely wrong." Mondale supports adequate federal aid to state and local governments. Mondale also opposes the contracting out of public service jobs.

THE ECONOMY: Working people have suffered the most through this recession. Even so it is the bankers and corporate executives that are gaining from the so-called recovery. Walter Mondale wants to change that. "Mr. Reagan believes that prosperity trickles down from above. I believe it percolates up from the people," said Mondale.

Mondale would balance the federal budget by cutting the wild defense spending of the Reagan administration and eliminating tax cuts that only benefit the wealthy.

HUMAN SERVICES: Only Mondale has a program to protect the needs of retirees and working families that need a little help from the government.

"America was not meant to be a jungle where just the fittest or richest survive. I want to be the president who makes us a community again," said Mondale.

Support for Social Security, Medicare, school lunch and childhood nutrition programs are all part of the Mondale platform.

Walter Mondale has worked for the interests of working people throughout his career. Now he is being attacked by the candidates of the rich special interests for that record.

On April 3, 1984, I urge you to vote for Walter F. Mondale in the Democratic primary. The future is at stake and clearly Walter Mondale is the best candidate for the future of working people.

ELECT THOSE DELEGATE CANDIDATES COMMITTED TO WALTER F. MONDALE IN NEW YORK'S PRIMARY APRIL 3rd

(See pages 10 and 11)



WALTER F. MONDALE was warmly received by CSEA's 1,500 delegates when the candidate addressed them at the union's annual delegates meeting. At lower left is CSEA President William L. McGowan.