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President's Message

William L. McLowan

The affiliation issue deserves deep study

In April of 1978, CSEA took a giant step by affiliating with the largest public employee union in the AFL-CIO, the American Federation of State, County and Municipal Employees (AFSCME).

We put an end to decades of fighting between public employee unions in New York State and created a framework for unprecedented cooperation through a three year affiliation agreement with AFSCME which brought to our membership the strength and expertise of organized labor but also preserved CSEA's seventy year old tradition of autonomy.

CSEA and AFSCME are no longer competing for the right to represent public employees in New York State. Now we are cooperating to make that representation as effective as possible.

Our affiliation was really historic in many ways. First, we instantly became the largest labor union in the State of New York. CSEA and its brothers and sisters in District Council 37, and other AFSCME Councils and Locals represent nearly 400,000 New Yorkers. This has brought us not only added prestige, but also added political action strength.

The national resources of AFSCME have frequently played critical roles in many situations confronting CSEA members. Budget analysis, public affairs, special project grants, federal lobbying, CETA input and scores of other practical benefits have resulted from this engagement of two giant public employee unions.

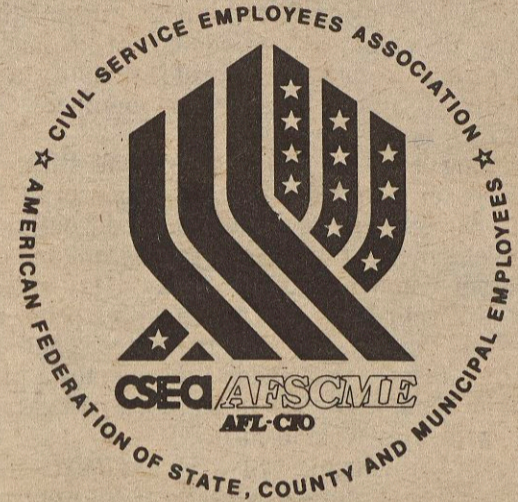
But engagements are not marriages and, similarly, our affiliation is not a permanent bond

as it presently exists. The agreement provided for a three-year trial period which ends in April of the coming year, a little more than four months from now. By then CSEA must decide if it wants to continue its relationship with AFSCME and they must make the same decision about us. If both of us, or either of us, decide that the experience has not been a good one, then we are free to go our separate ways again.

This "renewable" feature of our relationship was one of the moving forces in our decision to affiliate. Many of our members were concerned (mostly without reason) of being "swallowed-up" by the International. The renewable affiliation agreement allowed us to try this new relationship on for size without being committed to keeping it. For its part, the International was confident that we would like what we would see and ultimately decide we wanted more.

A short time ago I appointed a special committee chaired by Western Region President Bob Lattimer to take on the weighty task of traveling around the state and meeting with any interested members to hear what the rank and file had to say about the affiliation. They have met with hundreds of elected leaders from all levels of CSEA and they have met with rank and file members who are not active participants in the union. They have even invited anyone with a question or comment to write to the committee directly.

All of the committee's findings will soon be put together into a report to be presented to our board of directors and our delegates. All questions about our experience to date and what we can expect in the future will be answered



before I call a special delegates meeting into session at the start of the new year to make a final decision on whether CSEA will reaffiliate with AFSCME and, if so, on what terms.

CSEA has a tradition of approaching major issues democratically. Some even say that we are democratic to a fault, but this affiliation and the questions and facts surrounding it, will be dealt with openly and honestly before a final decision is made.

I have been meeting with AFSCME President Jerry Wurf and his people to discuss our situation and explore possible terms for a continuation of the affiliation. Hopefully, we can come to some kind of amicable agreement on what to do next year, but whatever tentative concepts are worked out, there will be no final decisions until your elected representatives say so.

Over the next few months, you will be reading a great deal more about this issue in the Public Sector. Our Board of Directors and our Delegates will receive detailed information on this important issue. When we walk out of the meeting room where we take a final vote on this issue, we will walk out satisfied that we have made an informed decision that is in the best interests of all members of our union.

Board vacancy elections

ALBANY — CSEA's Statewide Nominating Committee is accepting applications for nominations of candidates in special elections being scheduled to fill vacancies on the union's Board of Directors from Region IV's Education Local and Monroe County Local 828.

The nominations will begin the actual process of the special elections which stem from resignations. All qualified members interested in being considered by the committee for nomination should send their resumes to the Statewide Nominating Committee, in care of CSEA Executive Director Joseph Dolan, 33 Elk Street, Albany, N.Y. 12223. All resumes must be received prior to December 17 to be considered.

On December 18, the committee will select nominees who will be notified by mail. Members who are not nominated but who wish to run must file appropriate numbers of signed petitions to gain a place on the ballot before January 8. Details on this procedure can be obtained by contacting the Executive Director. Petitions will be verified by the CSEA Election Committee.

The final slate of candidates will be published in the Public Sector on January 14. Ballots will be mailed to all eligible voters on that date.

Ballots will be counted on January 31 and the results will be published in the Public Sector.

Special seminars set

BUFFALO — OSHA and Right-to-Know Law seminars will be conducted in Region 6 this week by CSEA collective bargaining specialist Nels Carlson.

"These sessions are designed to give members firsthand knowledge on these two issues that our union fought very hard to win. These bills directly address the workplace safety and welfare of every public employee in the state," Carlson said.

Sessions, which feature film presentations, are open to all members in the Region. Each session will cover both laws, which take effect Jan. 1.

The seminar schedule is as follows:

• Friday, Dec. 5 beginning at 6 p.m., at Monroe Community College, 1000 East Henrietta Road, Rochester. The session will be held in Room 200 of Building 5. Participants should park in Lot A.

• Saturday, Dec. 6, at 10:15 a.m., at the Buffalo Convention Center, Franklin Street near Court.

150 future secretaries encouraged about career

SANBORN — The message that secretaries "are important and the backbone of any company they work with" was carried to a group of future secretaries at Niagara County Community College by Elaine Todd, president of Dept. of Labor Local 352 and a powerful spokesperson for the Clerical, Secretarial Employees Advancement Program (CSEA/P).

The CSEA/P was negotiated into the current contract of the 38,000-member statewide Administrative bargaining unit of CSEA. It is a unique program designed to provide meaningful training, development and advancement opportunities, and to increase morale, mobility and productivity among the unit's members, of which 85% are women.

Speaking to over 150 high school students gathered for a one-day seminar sponsored by Future Secretaries of America, Todd outlined the development of the CSEA/P program and inspired her listeners to make today "Day one of the rest of your life." She began with a poem by Kate Field that spoke of the "unlimited sphere of a woman's world that ended "there's not a life, death or birth that has a feather's weight of worth without a woman in it."

She told her audience CSEA/P "is an extremely innovative program, designed to improve employee morale, mobility and productivity by providing increased advancement opportunities for women, minorities and the disadvantaged. It has the full support of Gov. Carey and the governor's Office of Employee Relations. A special unit has been established in the department of Civil Service — the Employee Advancement Section — which deals exclusively with this program; and a joint State/CSEA committee monitors the program," she said. "The CSEA/P is especially unique in that it has something for everyone. There are concepts designed for those employees who wish to transition out of the



ELAINE TODD, right, chats with, from left, FSA Advisor Linda DeGain, FSA President Sue Sykes, and FSA secretary Janet Pardee following Ms. Todd's address to 150 high school students recently at Niagara County Community College.

clerical/secretarial field into professional careers. It also provides concepts for those who wish upward mobility within the clerical/secretarial field."

She went on to highlight several concepts that allow for the usage of skills a secretarial employee may have developed while working in any specialty that would derive from being near the specialty, that in effect is on-the-job training. Two of these were Administrative Aides and Program Aides.

"Administrative Aides' can be used in a variety of settings, including, but not limited to — assisting higher-level staff on special projects, preparing agency manuals, conducting desk audits, conducting screening interviews and other recruitment duties, and verbal/written presentations. Administrative aides function at a level between that of a clerical and professional, and act as support staff to professional staff positions in administrative offices. These

positions are filled by competitive examinations, combined with a qualifying oral exam, which are open to clerical/secretarial employees in grades three and above." Todd said "since administrative aides can be used in virtually any administrative office, the possibilities are endless."

"Program Aides are similar in that they, too, function at a level between that of clerical and professional. However, program aides perform duties which are more technical in nature and which are related to a specific area rather than general administrative functions."

After outlining several other possibilities, Elaine Todd told her audience of future secretaries, "We are important and what we ask of our employers is for an opportunity. We don't want give-away programs — we are rightfully asking for opportunities to compete on an equal basis."

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Regional group reviews CETA program for problem areas

DISCUSSING PROBLEMS WITH THE Comprehensive Employment and Training Act (CETA) are members of the Long Island Region I CETA Committee, from left, Nicholas Dellisanti, Nassau County Local 830; Stanley Meadows, Long Island State Parks Local 102; CSEA Field Representative John O'Sullivan; Charles Salzman, Pilgrim Psychiatric Center Local 418; Cathy Green, Suffolk County Local 852; Anthony Bentivegna, Kings Park Psychiatric Center Local 411; and Nicholas Avella, Suffolk Education Local 870.

CSEA involved with Correctional Services pilot EAP program

By Daniel X. Campbell

ALBANY — Through the utilization of a grant from the Law Enforcement Assistance Administration, the New York State Department of Correctional Services has implemented a pilot Employee Assistance Program at four locations: Great Meadows, Mt. McGregor, Coxsackie and Central Office.

This pilot program will provide the statewide Corrections Department with a chance to evaluate the EAP concept in both field and central Office situations. While this pilot program is independent of the Civil Service Employees Association EAP program, CSEA has participated in the evaluation and selection of the project coordinator and is involved in the pilot program planning committee through the participation of James Murphy, CSEA EAP representative and CSEA Corrections Department Central Office Local President Susan Crawford.

Tim Cramer, the Corrections Department EAP project coordinator, is a recovering alcoholic. He has worked in state public service since he was eighteen and during his first twenty years of public employment he has been a member, at one time or another, of the three largest state employee unions, CSEA, AFSCME, and PEF. Now, after running the Wassic Employee Assistance Program for three years, Cramer has become the EAP project coordinator for the Department of Correctional Services. "I think the job is very promising and very challenging," Cramer said. "I don't believe I would have accepted it, if I didn't have some commitment to it (EAP)."

Cramer views the EAP concept as a neutral program, neither pro-state management or union oriented, but he acknowledges that the support of both sides is necessary for the success of the program. "EAP is a benefit to the employees it serves, in this case the employees of the Department of Corrections. Essentially this will be a broad brush approach, in that this program will address itself to all types of problems, behavioral and medical. Asked if this program would go beyond the normal concept of alcoholism, medical abuse to such areas as personal financial management, Cramer answered, "Definitely, we will serve the needs of the employees."

Cramer discussed the first year plan of the EAP project in the Department of Corrections, saying this time period is basically devoted to the establishment and training of on-site EAP coordinators at four locations, Great Meadows, Mt. McGregor, Coxsackie and Central Office. Presently the project committee is involved in site visits and labor-management orientation sessions at the project facilities.

"This program will have a central office location, but I plan to do a lot



CORRECTIONS EAP PROJECT COORDINATOR Tim Cramer, Corrections Department Employee Assistance Program project coordinator appears surrounded by CSEA representatives at a recent Corrections Department EAP Committee meeting held at Council 82 offices. Left is Sue Crawford, CSEA Corrections Department Local president and right is James Murphy, CSEA EAP staff representative.

of traveling to the project sites, to assist, train and aid the on-site EAP coordinators," Cramer emphasized. "I will not normally be dealing with the employees directly per se. I will be dealing directly with the on-site EAP coordinators and if they need help, I'll be aiding them."

Cramer brings to the Corrections EAP project twenty years of experience in state employment in the Department of Mental Hygiene, and he is well prepared for some of the internal problems that exist in the Corrections Department. Asked if he thought the CSEA represented employees might have various problems due to their working situations in roles of civilian employees versus correction officers or instructional employees, Cramer noted, "Differences may exist. Frustration exists in any work situation for various reasons, the solution of the problem is to remove the reason."

As for CSEA's participation in this program, Cramer commented, "I hope the membership of CSEA will keep an open mind to this program. It does not view them as second class citizens, it wants to address their needs and its success depends on their cooperation."



ATTENDING A BANQUET HONORING 25-year employees of Rome Developmental Center, above, are, from left standing, Irene Kozlowski, Phyllis Holeck, Gordon Kirk, Stella Johnson, Alex Scales, Josephine Domenico, Ralph Lochren; sitting, CSEA Field Representative Theodore Modrzejewski, RDC Director Keith A. Hoffman and RDC Local 422 President Keith David.

NASSAU COUNTY LOCAL 830 President Nicholas Abbatiello, at microphone, right, introduces the Local 830 Social Committee to the more than 500 persons attending the local's 31st annual dinner dance in East Meadow recently. The members of the committee who coordinated the annual affair are, from left, Robert Campbell, Robert Tarsitano, Michael Braverman, Fred Gropper, Ruth Braverman, Lou Corte, Alex Bozza and Thomas Gargiulo. The Bravermans chair the committee.



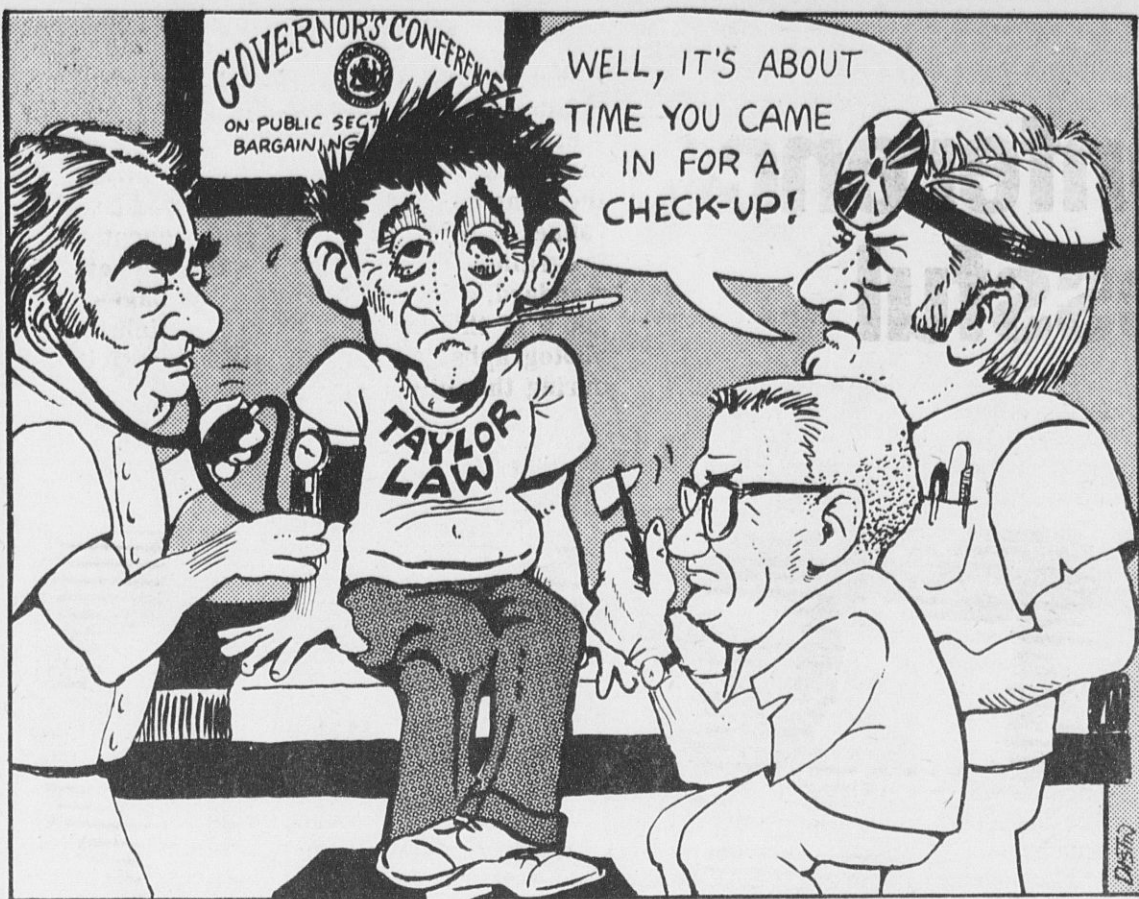
Enrollments accepted

Enrollments are being accepted now for the spring semester of Employee Benefits Training courses offered to all state employees in the Administrative Services Unit, Institutional Services Unit, and Operational Services Unit.

The program is administered by the Training Section of the State Civil Service Department and is funded on the basis of agreements between the Civil Service Employees Assn. and the State.

Course announcements for the spring program have been posted on agency bulletin boards.

Courses will be offered in 252 different subjects, compared to 217 last spring. The subjects will be taught in 564 classes at 113 locations, throughout the State. According to the Training Section, most of the courses offer college credit, and typically provide three hours of training a week for 15 weeks.



Honorarium increase

ALBANY — Article 1, Section 7 of the By-Laws of the Civil Service Employees Association deals with honorariums for officers of CSEA. It provides the methods for establishing and changing honorariums and requires that any changes be made prior to the beginning of the term of the elected officers.

On November 5, 1980, the Board of Directors of CSEA voted to increase the honorariums of Regional Presidents who will be elected next year and take office on July 1, 1981 by seven percent in each of the following three years. The By-Laws requires that this change be reported in the union's official publication within 30 days of the action.

Notice is hereby given that pursuant to Article 1, Section 7 of the By-Laws of the Association, the CSEA's Board of Directors has acted to increase the honorariums paid to Regional Presidents effective July 1, 1981 from the present amount of \$30,000 per year to \$32,100 per year. Effective July 1, 1982 that amount will be increased to \$34,347. Effective July 1, 1983 that amount will be increased to \$36,751.

Name committee

SYRACUSE — James J. Moore, President of CSEA Region V, announced the names of those elected to the CSEA Statewide Nominating Committee at a recent regional board of directors meeting.

Elected were Claire McGrath, President of Syracuse City Local 013; Bruce Nolan, President of Cayuga County Local 806 and Robert Green, Vice President of Local 425 Utica Psychiatric Center.

'Holiday Affair' set

NEW YORK CITY — A Metropolitan Region II "Holiday Affair" program has been scheduled for Wednesday, December 17 at The Beautiful Club Serene, 376 Schermerhorn Street, Brooklyn. The affair, with a \$3 cover charge for regional members, will feature disco music and dancing, food and door prizes. The program is scheduled to begin at 5 p.m. and continue until 3 a.m.

Advance tickets may be obtained from CSEA Regional Headquarters or from Local presidents from Region II. AFSCME International Secretary-Treasurer Bill Lucy is scheduled to address those attending during the program.

Cornell's Institute for Education and Research on Women and Work will offer an evening session on improving oral examination test taking skills for NYS employees. The course will review skills necessary for improved performance, including: a review of the oral examination process, suggestions for reducing test anxiety, and practice in the organization and presentation of thoughts.

The course will be held on Monday, December 15 from 6:30-9:30 p.m. in the Acheson Building, Room 5 on the Main Street Campus, SUNYA Buffalo. The charge is \$6.00. If you wish to register, please send the coupon below with check or money order by December 11, 1980, to:

Beverly Lawson
 NYSSILR, Cornell University
 120 Delaware Ave., Room 225
 Buffalo, New York 14202

ENHANCING YOUR TEST TAKING SKILLS

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(Street) (City) (State) (Zip Code)

Work Phone _____

Total enclosed _____

Check here if you wish directions to the Acheson Building sent to you.

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LONG ISLAND REGION President Dan Donohue, right, presents Suffolk County Local 852 President Ben Boczkowski with an American flag that once flew over the U. S. Capitol. AFSCME Assistant Area Director Steve Regenstreif holds certificate explaining the flag's history.

Women's Conference highly successful

CSEA recently conducted its first statewide Women's Conference at the Granit Hotel, Kerhonkson. Several hundred CSEA members, both men and women, attended the 3-day conference, which featured a wide range of workshop topics and educational programs. The conference was, by every standard, a huge success, and on pages 5, 6 and 7 of this issue we present articles and photographs depicting the various activities during this important conference.

Wide range of programs were well received

KERHONKSON — CSEA's first statewide Women's Conference was declared a success while still in progress, with speakers, guests and participants urging more opportunities of this kind to explore the special needs and concerns of the union's women.

Several hundred members from throughout the state who attended the Nov. 7-9 session at the Granit Hotel participated in workshops and listened to presentations on a wide variety of topics.

Sessions ranged from advice on how to get and how to wisely use credit (presented by CSEA legal counsel Marge Karowe and financial advisor Rena Mayberry) to an in-depth look at sexual harassment (presented by Marcia Anderson of the AFSCME education staff).

Alexandria Douglas of the NYS Department of Social Services led a workshop in which women explored their fear of success, and psychologist Walter Reichman looked into the special problems of women alcoholics.

Also, John Quinn, director of the CSEA Employee Assistance Program, provided more information about the services offered by the EAP; AFSCME's Dave Williams discussed boycotting as a financial weapon; and the film "Portraits of Courage" inspired participants with accounts of women activists in the history of the labor movement.

Banquet speaker Mary Anne Krupsak, former lieutenant governor, warned of an austere future for public employees as the conservative climate grows.

And CSEA Secretary Irene Carr urged women to pay more attention to "networking," the female equivalent of the "good old boy" system.

Highlighting the weekend conference was a much-applauded "Dress for Success" fashion show, with fashions supplied by Sears and modeled by CSEA members.

Compliments for a job well done went to the conference planners: Ad Hoc Women's Committee members June Scott, Geri Cadieux, Margaret Meaders, Barbara Swartzmiller, Shirley Brown, Barbara Reeves and Joanna Williams.



CSEA PRESIDENT William L. McGowan, second right, greets Suffolk County Legislator John Rosso, second left, at the CSEA Ad Hoc Women's Committee conference. Joining Rosso and McGowan are Long Island Region I President Danny Donohue, left, and Suffolk County Local 852 President Ben Boczkowski.



SHARING A TABLE DURING A WORKSHOP at the CSEA Ad Hoc Women's Committee conference, above, are, from left, Laura Fortner, SUNY Farmingdale Local 606; and Nancy Gonzales, New York City Local 010.



ROCKLAND COUNTY LOCAL 844 member Claire Rubenstein, second right, the author of the four motions on comparable worth passed at the CSEA Delegates Meeting in Niagara Falls, speaks with CSEA President William L. McGowan, right, at the CSEA Ad Hoc Women's Committee conference. Joining Ms. Rubenstein and McGowan are, from left, Southern Region III Women's Committee Chairman Barbara Swartzmiller and Region III President James Lennon.

Mary Ann Krupsak addressed group

KERHONKSON — Approximately 200 CSEA members — both men and women — attended the first CSEA Ad Hoc Women's Committee conference.

Members of the committee are: June Scott, chairman; Geri Cadieux, Region I; Margaret Meaders, Region II; Barbara Swartzmiller, Region III; Shirley Brown, Region IV; Barbara Reeves, Region V; and Joanna Williams, Region VI.

The workshop attracted most of the CSEA statewide officers including President William L. McGowan; Executive Vice President Thomas McDonough; Secretary Irene Carr and Treasurer John Gallagher.

Also Long Island Region I President Danny Donohue, Metropolitan Region II President James Gripper, Southern Region III President James Lennon, Capitol Region IV President Joseph McDermott and Central Region V President James Moore.

The banquet speaker was former State Lieutenant Governor Mary Ann Krupsak who said: "Society's problems will not go away if government goes away. If government went away, our problems would be magnified."



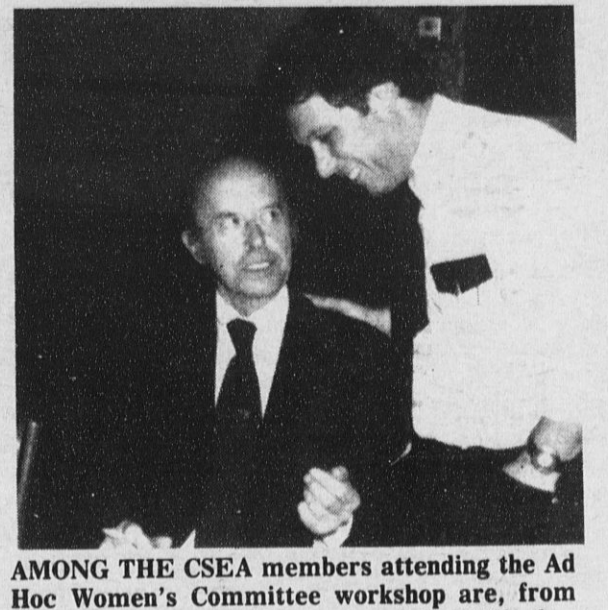
AD HOC WOMEN'S COMMITTEE CHAIRMAN June Scott, left, and statewide CSEA Secretary Irene Carr, right, listen to the banquet speaker, former Lieutenant Governor Mary Ann Krupsak, at the first CSEA Ad Hoc Women's Committee workshop.



METROPOLITAN REGION II PRESIDENT James Gripper joins Region II Ad Hoc Women's Committee member Margaret Meaders at the committee's first conference.



CAPITOL REGION IV PRESIDENT Joseph McDermott and Region IV Ad Hoc Women's Committee member Shirley Brown attend the banquet of the committee's workshop.



AMONG THE CSEA members attending the Ad Hoc Women's Committee workshop are, from left, statewide CSEA Treasurer John Gallagher and State Taxation and Finance Board of Directors Representative John Gully of Local 690.

Conference explores areas of interest to men and women



CENTRAL REGION V PRESIDENT James Moore is flanked by Ad Hoc Women's Committee members, from left, Joanna Williams, Western Region VI; and Barbara Reeves, Region V.

Credit described as beast with two heads

KERHONKSON — "Credit is a beast with two heads, and many women see both." Rena Mayberry, financial advisor with Benefit Communications, told the participants at the CSEA Women's Conference. "Chances are there are women in this very room for whom the misuse of credit has led to divorce, crying yourself to sleep at night, and being hounded by creditors."

She explained that there are many good reasons for using credit, or "renting money," including real emergencies (such as accidents and medical expenses), education, and major purchases such as a car or home.

One "good" reason many people are using now is "the price is going to go up." Ms. Mayberry said that while in an inflationary economy that is often a valid argument, there is also a catch. With high interest rates, "cheaper now" can become very expensive later.

More importantly, there are some not-so-good reasons for using credit Ms. Mayberry listed:

- "Because it's there," citing people whose credit cards burn holes in their pockets.
- Because the terms are "easy." She urged the audience to ask "easy for whom?" Certainly terms may be easy for the lender or merchant, but in the long run can be very difficult for the purchaser.
- To boost morale. A purchase may make you feel good today, but feel lousy later when the bill arrives.
- To buy something for its status rather than because it's needed. An example might be purchasing a fancy, expensive car rather than a more affordable one which offers needed basic transportation.

Ms. Mayberry cited a formula which can be used to calculate the amount of credit payments you can afford to live with. If your annual income is between \$6,000 and \$15,000, take your monthly take-home pay, subtract your monthly mortgage or rent, and multiply the remainder by 20 percent. The result is the total amount of installment debt that you can afford comfortably.

Let's say, for example, you have an annual salary of \$10,000. Your monthly pay after taxes (for a married couple with two children) might be about \$697. After paying \$275 per month in rent, you have \$422 left. Twenty percent of \$422 is approximately \$84 — the amount this formula says you can comfortably afford to pay in monthly debt installments.

The financial advisor also pointed out a number of trouble signs to look for.

- Are you borrowing money to pay current bills? "You're really in trouble if you're going into debt and borrowing money to pay Niagara Mohawk every month," she said.
- Are you often making late payments?
- Do you owe monthly installments totaling more than 20 percent of your take-home pay?
- Are you never out of debt?
- Is the amount you owe steadily growing?

"Some good general advice is to think about every purchase twice; write every debt down so that you always know where you stand; and only charge those things that will last," Ms. Mayberry concluded. "Ask yourself if you'll still have the item and be enjoying it when the bill comes in."



CSEA EXECUTIVE VICE PRESIDENT Thomas McDonough was among large contingent of statewide officers attending the workshop.

LEADING A DISCUSSION ON sexual harassment, left, is CSEA Education Director Thomas Quimby.



LONG ISLAND REGION I PRESIDENT Danny Donohue sits with CSEA Ad Hoc Women's Committee members, from left, Margaret Meaders, Metropolitan Region II, and Geri Cadieux, Region I; at the committee's conference.



SARATOGA COUNTY LOCAL 846 members Cheryl Sheller, left, and Corine Daly, right, join, from left, Mary Ann Santore and Mary Robilliti, both of SUNY Central Administration Local 693, at the CSEA Ad Hoc Women's Committee conference.

Increasing drinking problems noted

KERHONKSON — While Employee Assistance Programs (EAPs) have been effective for men, research has shown them to be relatively ineffective for women.

Studies are being conducted to explore this problem, and Dr. Walter Reichman, director of the Women's Alcohol Demonstration Project at Baruch College, CUNY, outlined some of the research findings to those attending the CSEA Women's Conference.

Findings demonstrate that there are notable differences in the ways male and female employees deal with their drinking problems and just as notable differences in the ways supervisors relate to the drinking problems of male and female employees.

In one study, a questionnaire was used to determine the level of alcohol use/abuse among workers. In the "middle to late stages" of alcohol abuse, males outnumbered females two to one, with 3.5 percent of the women indicating problem use of alcohol. But in the early stages of alcohol abuse — those people whom researchers label "at risk for alcoholism" — the numbers were even, with 20 percent of the men and 19.2 percent of the women

reporting problems that put them in this category.

"These figures show that alcohol is becoming more of a problem among women than we might have thought, Dr. Reichman commented.

"But the really interesting part is not the numbers on the extent of the problem, but rather the different ways men and women deal with their drinking problems and their jobs."

He noted that male alcoholics come to work drunk, drink on the job, or display overt symptoms of drunkenness on the job. "This means, for example, that supervisors and co-workers are more apt to identify alcoholism problems among male workers," the psychologist said.

On the other hand, women who have been drinking arrive at work late or don't go to work at all. And women alcoholics use some socially acceptable excuse for their tardiness or absence, such as a sick child or problem at home.

"Supervisors of both sexes said they were more likely to refer a man to an EAP program than a woman, and male supervisors reported they had a great deal of difficulty confronting women employees for alcoholism," Dr. Reichman explained.

"If a male supervisor believes that a woman's first obligation is to her family instead of her job, then he doesn't work to help a female employee cope with her alcoholism problem and improve her performance at work. He just doesn't perceive her job as that important to her."

The psychologist said that new studies are being done to solve the problem of identification and referral of women alcoholics. Key elements are special training for supervisors and special women's groups within EAP programs, which would get women into the program early before the drinking problem becomes acute.

"Women might be referred to these EAP women's group for other problems, such as marital problems, problems with their children, the difficulty of dealing with aging parents — problems which could be causing an increased use of alcohol. This is a preventive use of an EAP program, heading off the problem before alcoholism seriously affects their job performance."

Dr. Reichman added that once women are in the EAP program, their recovery rate is about the same as that for men (approximately 60 percent).

Workers win fight to get jobs back

By Stanley P. Hornak

STONY POINT — Maureen Anderson and Frances McNichol had eight months off with pay this year, not that they wanted it. Indeed, they had to fight to go back to work.

The two Stony Point employees — Anderson, a typist in the clerk's office since 1976 and McNichol, deputy receiver of taxes since 1970 — had their positions abolished Jan. 2, even though the town board's action violated the job security provision of their union contract which stated, "for the duration of this contract (1979-80), no jobs shall be lost except through just cause dismissal, retirement, resignation or attrition."

The action had political overtones, too, since the women had connections with the political party that went out of power Jan. 1.

CSEA took up their cause and the matter went into arbitration. The union argued before a three-member panel that the firings were illegal because they were not dismissed for just cause, and neither resigned nor retired.

Town attorneys argued that under the "General Municipal Law" they had the power to create and abolish positions.

The arbitrators took notice that while abolishing Anderson's job, the town hired another typist just before Anderson was terminated. And, while no one replaced McNichol, when the Receiver of Taxes needed help, she hired her husband and daughter at an hourly rate (at the time of the arbitration, however, the town board had not approved the hourly payments).

Reviewing these circumstances, the arbitrators ordered Anderson and McNichol immediately reinstated with full back pay. In doing so, the panel noted both the union and town were, "free to bargain or not to bargain so far as job security is concerned, and having elected to bargain, the municipality will be bound by the results of its bargain."

In more poetic terms, they said bluntly that since Stony Point chose to negotiate a job security provision with CSEA it was, "now bound to honor the fruits, however sour same may be." The panel also pointed out that to let the town renege on its contractual commitment, simply because it claimed "financial crisis" would be to violate the sanctity of all such agreements and throw the whole collective bargaining process into "disarray."

Predictably, the award was hailed by McNichol as a, "victory for the union and good news for its members." Anderson described herself as, "very, very happy" and both women cited for special mention Unit President Dale Wilson, CSEA Organizer Jose Sanchez and union Attorney J. Martin Cornell. In the same spirit, Rockland Local President John J. Mauro described the case as a, "hard fought one that has a lesson in it for all public employers."



PROUDLY SHOWING their back paychecks are Frances McNichol, center, and Maureen Anderson. Joining them to savor the victory were, left to right, Unit President Dale Wilson, CSEA Organizer Jose Sanchez, and Local 844 President John Mauro.

CSEA dental plan underway for Putnam County workers

CARMEL — Beginning next year, 330 employees of Putnam County will become eligible for dental benefits as provided by the CSEA Employee Benefit Fund.

The dental plan is a first here, according to Local President Millicent DeRosa, who also reported that the rank and file meeting Nov. 10 voted overwhelmingly to ratify a new, three-year contract.

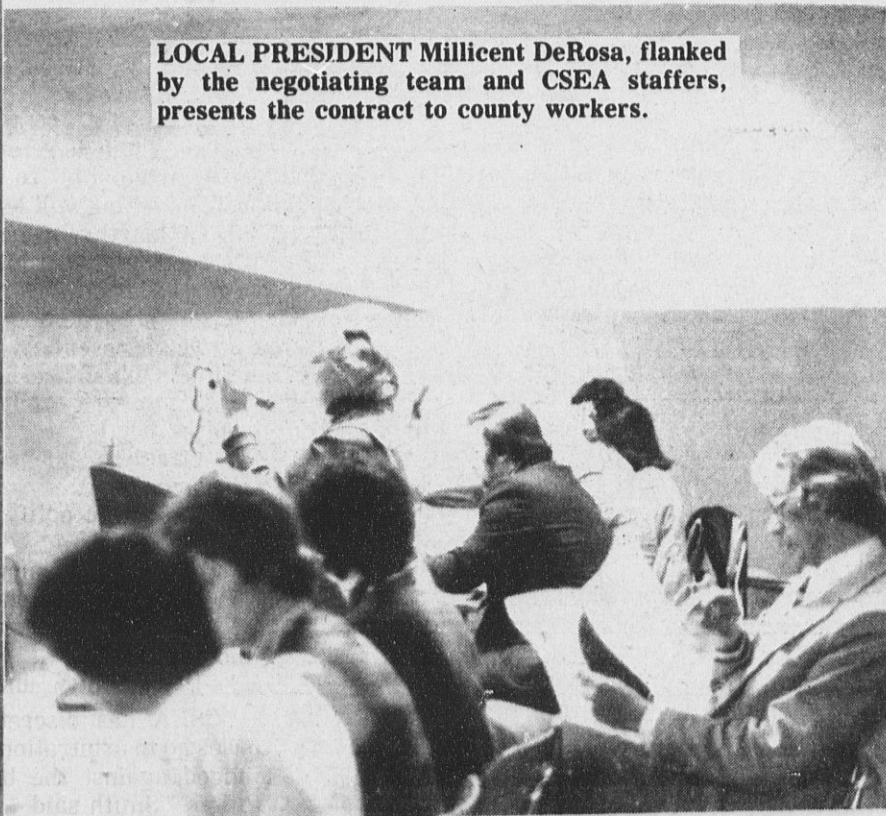
Wage hikes negotiated include an immediate seven percent, retroactive to Jan. 1, 1980, six percent next January followed by an additional two percent in July of 1981, and ending with eight percent on the first day of 1982.

Other highlights of the settlement, according to Collective Bargaining Specialist Ron Mazzola, are:

- requirement that all job openings be posted in every department, and that seniority be a "major consideration" when filling vacancies;
- providing for 20 vacation days starting on the 9th, instead of the 11th, year of employment;
- streamlined grievance procedures;
- requirement that any changes in job classifications not be made without consulting the labor/management committee; and
- establishment of a safety and health committee.

Members of the negotiating team included Millicent DeRosa, Roger Tricinelli, Irena Kobbe, Carolee Proscia, Carmine Ricci, and Claire Salvatore.

LOCAL PRESIDENT Millicent DeRosa, flanked by the negotiating team and CSEA staffers, presents the contract to county workers.



Calendar of EVENTS

December

- 4 — Capital District Retirees Local 999 Christmas Party, 12 p.m. Best Western Thruway Motel, Washington Ave., Albany.
- 4 — Westchester County Unit, contract explanation meeting, 8 p.m., Little Theater, Westchester Center, White Plains.
- 5 — Upstate Medical Center Local 615 annual Christmas party, Holiday Inn West, Route 690 & Farrell Road, Syracuse, 6:30 p.m.
- 5 — Local 442 Rome Developmental Center annual Christmas Party, 6:30 p.m., Massoud's Restaurant, Washington Mills.
- 6 — SUNY Morrisville Local 609 Christmas dinner dance, 7:30 p.m., Nelson Inn, Route 20, Nelson.
- 6 — Binghamton City Local 002 annual Christmas dinner dance, 6:30 p.m., Greenhouse Lounge, North Street, Endicott.
- 12 — Cortland County Unit annual Christmas dinner dance, 7:30 p.m. American Legion Post, Tompkins Street, Cortland.
- 12 — Long Island Region I holiday party, 7 p.m., Huntington Towne House, Huntington.
- 12 — Broome Developmental Center Local 449 annual Christmas party, E & T Royal House of Banquets, Wayne Road, Endwell, 6:30 p.m.
- 12 — State Tax and Finance Department Local 690 annual Christmas party, 6:30 p.m., Polish Community Center, Albany.
- 13 — Seneca County Local 850 annual Christmas dinner dance, 7:30 p.m. Moose Club, East Bayard Street, Seneca Falls.
- 13 — Syracuse Developmental Center Annual Dinner Dance, 7 p.m. American Legion Post, Manlius St., East Syracuse.
- 13 — St. Lawrence County Local 845, annual Christmas party, 6 p.m., Fiacco's Restaurant, Route 11 between Canton and Potsdam.
- 17 — Metropolitan Region II Holiday Affair, 5 p.m.-3 a.m., The Beautiful Club Serene, 376 Schermerhorn Street, Brooklyn.
- 19 — Otsego County Local 839 annual Snowball dinner dance, 8 p.m., St. Mary's Church Center, Cooperstown.
- 19 — Buffalo Local 003 Christmas Party, 7 p.m., The Big Apple Supper Club, 2155 Old Union Road, Buffalo.
- 19 — Black River Valley Local 015 Christmas Party, 12-6 p.m., the Golden Lion Restaurant.
- 19 — Local 352 Buffalo District Labor Dept./IAPES Christmas Party, 5 p.m., Continental Restaurant, 212 Franklin Street, Buffalo.
- 19 — Pilgrim Psychiatric Center Local 418 season's greetings party, 4-10 p.m., Pilgrim Psychiatric Center, West Brentwood.



Charles Bell: 'Marathon Man'

By Gerald Alperstein
Associate Editor

NEW YORK CITY — Among the throngs of runners who finished the New York City Marathon last October was a man who stood out in the crowd — a very active CSEA member, Charles Bell of Creedmoor Psychiatric Center Local 406.

Bell, the first vice president of Local 406, covered the 26 miles, 285 yards of the marathon in a time of four hours, eight minutes.

He cut 40 minutes off the time he ran in 1979 New York City marathon. On that October day, Bell ran the marathon in the afternoon and yet he managed to be on time for the opening session of the CSEA Annual Meeting at the Concord Hotel.

Bell started running in 1977 after

joining a health club in Queens where he lives and works. In a few months he was training seriously for the Long Island Marathon of May 1979 even though he had no previous experience in competitive running.

In that first marathon, Bell ran the distance in four hours, 30 minutes. His time climbed to four hours, 48 minutes in the 1979 New York City Marathon because of the hilly route and 85-degree temperatures, Bell said.

"I plan on running in next year's marathon. I want to break four hours. Then I'll hang up my marathon shoes, but I will continue to run," he said.

Bell trains during the months before a race six nights a week. On weekdays, when his work at the local permits, he runs 5-8 miles. On weekends, he runs 16-19 miles. Most of his training takes place in Alley Pond Park in Queens.

He joined CSEA when he started working at Creedmoor Psychiatric Center in 1962. His involvement with the union started in 1973, when he was appointed to the Local 406 Grievance Committee and was made grievance representative for his building.

Also in 1973, Bell was named to the statewide CSEA Committee on the Upgrading of Barbers and Beauticians.

In 1975, he was elected to the Local 406 Board of Directors and was appointed chairman of the Local 406 Education Committee and was made a member of the local's political action and social committees.

Bell was elected Local 406 second vice president in 1977. The co-chairmanship of the local's Political Action Committee was added to his

growing list of committee responsibilities.

Early in 1979, he was appointed to and elected chairman of the Metropolitan Region II Nominating Committee.

He was elected Local 406 first vice president in 1979 and was appointed chairman of his local's Grievance Committee. He also was appointed to the Region II Social Committee.

In 1980, Bell was appointed Region II chairman of the Presidential Task Force on the Performance Evaluation and to the regional Grievance Committee.

He again was appointed to the regional Nominating Committee.

Local 406 President Dorothy King said of Bell: "Charlie is a loyal, hard working first vice president and CSEA activist."

"He is one of the most dependable officers in this local... more than any president could ask for."

Bell is in the Labor Studies Program of the New York State School of Industrial and Labor Relations — Cornell University. He said he needs two more courses to complete the program.

He was born in Baltimore, Md., where he lived until attending barber college in New York City.

After working as an apprentice barber, he took a job as a MHTA at Creedmoor in 1962 for more money.

In 1973, Bell was appointed to a barber position, and in 1969, he was promoted to be supervisor of the barber shop at the hospital.

He lives in the Long Island City section of Queens with his wife, Rosa, a laboratory technician at Creedmoor.



CREEDMOOR PSYCHIATRIC CENTER LOCAL 406 President Dorothy King and First Vice President Charles Bell discuss local problems.

Newsletters make headlines at Central Region workshop

LIVERPOOL — The recent Central Region V County Workshop was highlighted by a session on newsletter preparation.

Other topics included civil service law, collective bargaining preparation and duty of fair representation.

CSEA Communications Director Gary Fryer, assisted by Region V Communications Associate Charles McGeary, gave the newsletter presentation. Fryer said newsletters are the most effective way to bring the union to the rank and file.

Fryer displayed various newsletters, ranging from simple, type-written bulletins to professional-looking publications. He suggested starting slowly and publishing on a regular basis. "Don't worry about being professional" until you are established, Fryer said.

"You're not going to win a Pulitzer prize. But you will win member participation," Fryer said.

Sharon Keesler, editor of the Broome County Unit's "News and Views," discussed some steps involved in publishing.

Fryer said CSEA will begin extensive training on newsletter preparation in the future.

In another session CSEA Civil Service Law Consultant Joseph Watkins defined the legal qualifications for taking different civil service examinations. Watkins, speaking in layman's

terms, emphasized the importance of taking exams whenever possible to become familiar with the tests.

In a third presentation, CSEA Field Representative James L. Corcoran gave pointers on preparing for collective bargaining. Corcoran said proposals to management must be justifiable, but still leave room for compromise.

In a lengthy afternoon talk CSEA Attorney Michael Smith outlined the union's duty of fair representation. Fair representation is an obligation because of the union's status as exclusive representative, Smith said.

Smith listed six breeches of fair representation:

- Failure to fully investigate grievance.
- Careless or negligent processing of grievance.
- Failure to notify complainant on status of grievance.
- Favoring a union member's claim over a non-member's complaint.
- Settling one grievance by trading for another.
- Poor quality, unzealous representation.

"CSEA has discretion in determining what cases go to arbitration. But the discretion will be judged against the breeches of fair representation," Smith said.



CSEA COMMUNICATIONS DIRECTOR Gary Fryer and Broome Unit newsletter editor Sharon Keesler lead a discussion on newsletters at the Central Region V County Workshop.

Special Olympics awards given



MINEOLA — Nassau County Local 830 President Nicholas Abbatiello and Nassau Assessors Unit president Alice Groody recently received awards from the Special Olympics on behalf of their respective members.

Abbatiello received the Special Olympics President's Award for Local 830's major contribution to the Special Olympics.

Long Island Region I President Danny Donohue said Ms. Groody received an award for the contribution of her unit to the Special Olympics.

"She went out and got 100 percent participation from the members in her unit to donate to the Special Olympics," Donohue said.

Local 830 Third Vice President Rita Wallace said the A. Holly Patterson Home Unit and the County Medical Center Unit each received an award for sponsoring an athlete to the Special Olympics.

LONG ISLAND REGION I PRESIDENT Danny Donohue, left, presents Nassau County Local 830 President Nicholas Abbatiello with the Special Olympics President's Awards for the donation to the Special Olympics made by Local 830. Alice Groody, left, Nassau Assessors Unit president, who also received an award; and Jean Kennedy, New York State Special Olympics assistant executive director; attend the ceremony.

CSEA job offer

ALBANY — CSEA is now accepting resumes for the position of Administrative Assistant — Meeting Coordinator. The grade 12 position has a starting salary of \$13,853.

Duties include a variety of administrative functions in connection with arrangements for conventions, delegate meetings, board meetings and workshops, as well as performing general secretarial duties in the office of the Executive Director. Candidates must take dictation, and some travel is required.

Applicants should have four years of responsible office experience, one year of which involved meeting arrangements. College may be substituted for experience.

Resumes should be forwarded by Dec. 15 to the CSEA Personnel Office, 33 Elk Street, Albany, NY 12207.

New Local 852 president

YAPHANK — Nick Marrano, a civil engineer, has been elected president of the Department of Public Works unit of CSEA Suffolk County Local 852.

A past president of the unit, he won a write-in campaign over Paul Coren and Chuck Bennet.

Other officers elected include Joe Brown, executive vice president; Marty Bergman, social vice president; Steve Kempster, grievance vice president; Remi Drakeford, administrative vice president; Stan Isakeen, treasurer; Pat Allen, recording secretary; Fran Gregg, corresponding secretary, and Ed Ostrander, Local representative.

DOT state atlas available

The State Transportation Department has published a new New York State Atlas, which contains 39 multi-color maps and a populated place name index with over 3,300 entries. Copies are available for sale to the public.

Transportation Commissioner William C. Hennessy explained that it replaces an earlier 1974 edition and is much improved. In addition to containing up-to-the-minute information on highways, railroads, airports, names and boundaries for all civil divisions, lakes, streams and many types of state and federal landings, the new atlas is printed in four colors as an aid in identifying and classifying categories of map features.

Copies cost \$15 each and may be ordered from the Map Information Unit, New York State Department of Transportation, State Campus, Albany, NY 12232. Copies of individual atlas pages also are available for 75 cents each.

Those wishing to purchase individual pages should request order forms from the Map Information Unit.



ALSO ATTENDING THE Local 655 social event were, from left, Judy Salisbury; CSEA Regional Director Jack Corcoran; Local 655 President Karen E. Murray; CSEA Field Rep Don McCarthy; Angie Fondano, and Maxine Berent.



AMONG THOSE ATTENDING a "Casablanca Evening" social program sponsored recently by Department of Environmental Conservation Local 655 were, from left, CSEA Board member John Francisco; Mazie Forte; Board member John Gully; Local 655 President Karen E. Murray; CSEA Executive Vice President Thomas McDonough; Barbara Scully, and Dann Woods.

'Bosses Night' at Local 832 draws in big crowd, awards



STATE SENATOR JOHN DALY, left, greets CSEA member Russ Bettis at the annual Niagara County Local 832 "Bosses Night" program.

NORTH TONAWANDA — The first annual William Doyle Memorial Award was presented to Niagara County Legislator William Feder during the Niagara County Local 832's annual "Bosses' Night" celebration held here recently.

Feder, who has served as a county legislator for the past fourteen years, was selected for the award on the basis of his service to the community and to the union, according to William Monin, President of Local 832. The honor was created in memory of William Doyle, a former local president, who died earlier this year.

More than 350 persons attended the function, including New York State Senator John Daly, and State Assemblymen Joseph Pilittere and Matthew Murphy. Also during the celebration, the officers from the Lockport Memorial Hospital Unit were installed by Monnan. They are: President Marian Clute, Vice-President Francis LaSpada, Secretary Elizabeth Rogers, and Treasurer Mary Fitzgerald.



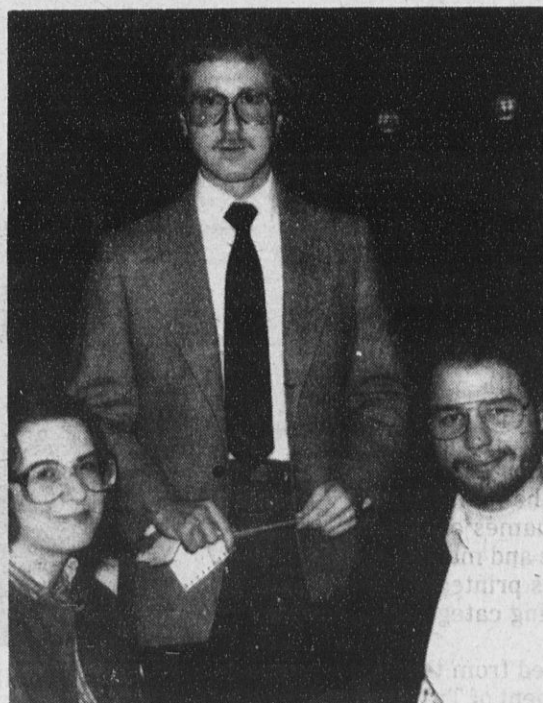
AMONG THOSE ATTENDING the "Bosses Night" program were, from left, Jerry and Carolyn Tessier, Gert Fitzpatrick and Rose Sieracki.



KAY MOELLER, chairman of the Local 832 political action committee, talks with State Assemblyman Joe Pilittere, who attended the annual union function.



LOCKPORT MEMORIAL HOSPITAL UNIT officers gathered for this photograph. From left are President Marian Clute, Vice President Francis LaSpada, Treasurer Mary Fitzgerald, and Secretary Elizabeth Rogers.



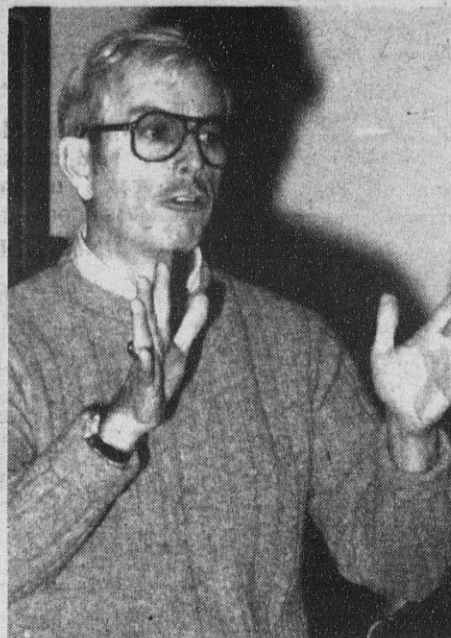
LOCAL 832 PRESIDENT Bill Monin, standing, stops to chat with Local 832 member Mike Konecki and his wife, Lisa.



CSEA FIELD REP Tom Christy shares a pleasant moment with Lena Vendrillo, President of the Niagara Library Systems CSEA Unit.



MAKING A POINT during a recent Capital Region CSEA Shop steward's training session was City of Troy Unit CSEA president Joseph Cassidy, who attended with five of his steward's.



DIRECTOR OF FIELD SERVICES Jack Corcoran explains the important role the shop steward plays in the union to some 76 unit and local representatives attending the Capital Region training session, in order to be certified.



REVEREND DAVID RANDALLS from the Public Employees Relations Board (PERB) discussed the arbitration process at the Capital Region CSEA shop steward's training session.

Capital Region stewards certified

FREEHOLD — Seventy-six shop stewards from the Capital Region of the Civil Service Employees Assn. received official certification to carry out their duties after attending a nine hour training session at the Pleasantview Lodge here in early November.

The session, part of an ongoing shop steward certification program sponsored by the Capital Region CSEA Education Committee, covered problem solving, the four categories of grievances and the disciplinary procedure. In addition, Richard Burstein, an attorney with the CSEA retained law firm of Roemer and Featherstonhaugh, spoke on the duty of fair

representation act and Rev. David Randalls from the Public Employees Relations Board (PERB) discussed the arbitration process.

Former training sessions were held on three consecutive Saturdays, making it difficult for some of the stewards to participate in the entire program. The condensed nine hour session, spanning a Friday evening and Saturday morning and afternoon, was done on an experimental basis and was found to be successful, notes education committee chairman Betty Lennon.

She said more than 275 stewards have been certified since the program was put into action shortly over a year ago.



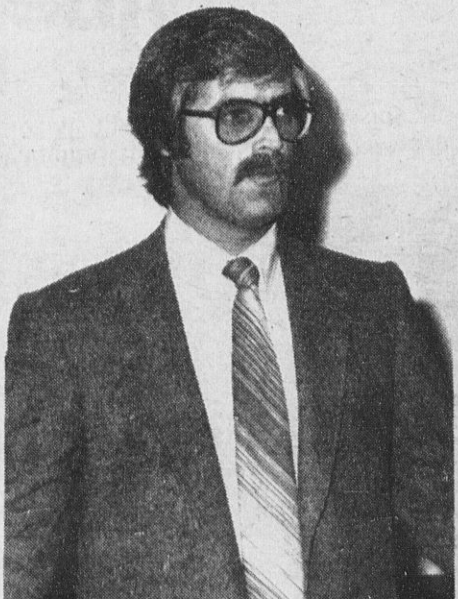
ASKING A QUESTION at the Capital Region Shop steward's training seminar is Laurel Nelson from the Oswald D. Heck Developmental Center Local 445.



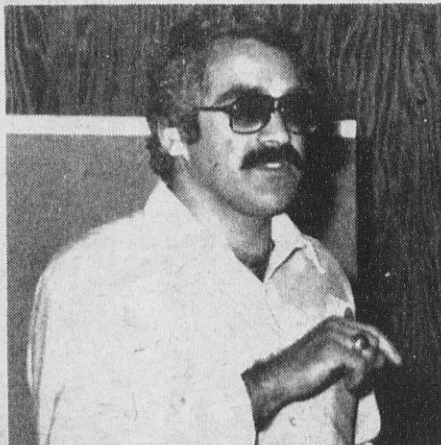
THE DUTY OF FAIR REPRESENTATION ACT was the topic presented by Richard Burstein, attorney for the CSEA, at the Capital Region CSEA shop steward's training session.



MEMBERS OF THE CAPITAL REGION EDUCATION COMMITTEE sit for a moment during a recent Shop steward's training session, which they sponsored. On the right is chairman Betty Lennon, State University of Plattsburgh Local. At left is Jeanne Kelso, Clinton County Local and in the center is Dann Wood of the state Department of Motor Vehicles Local.



ONE OF THE MAIN SPEAKERS (right), at the Capital Region CSEA shop steward's training session was field representative John Cummings, who discussed the grievances procedure.



OFFERING SOME SOUND ADVICE for shop steward's at the Capital Region CSEA steward's training session was Aaron Wagner, a field representative for the union.



SPEAKING OUT at the Capital Region Shop Steward's training session is Ed Evans, president of the Rensselaer County Education Local of the CSEA.