

# THE Public SECTOR

Official Publication of The Civil Service Employees Association  
Local 1000, American Federation of State, County and Municipal Employees AFL-CIO

Vol. 5, No. 16

Friday, May 20, 1983



(ISSN 0164 9949)

## Early retirement plan for everyone?

ALBANY — Is there an early retirement plan on the horizon for local government employees?

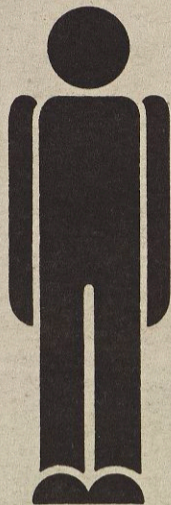
CSEA Attorney Stephen Wiley reports that legislation is being prepared to make an early retirement option available to political subdivision, school district and public corporation employees who are enrolled in the state Employees' Retirement System.

To be eligible, the employer would have to demonstrate that the early retirement plan would result in cost savings.

Watch future editions of the Public Sector for more details.

**President Bill McGowan says layoffs are reducing levels of service, and some results are tragic. SEE PAGE 9.**

### TIER I



\$8,400

### TIER II



\$7,200

### TIER III



\$5,170

Pensions based on \$12,000 annual salary, age 62, 35 years service

# TIER III HAS TO GO

ALBANY — Labeling as "totally unacceptable" the final report of the Permanent Commission on Public Employee Pension and Retirement Systems, CSEA made plans to intensify its effort to win abolition of the inequitable Tier III retirement plan.

Public employee unions were unanimous last month in testifying against the Commission's preliminary recommendations concerning Tier III.

"But the Commission's final report is no improvement, is no compromise," commented CSEA Legislative Director Bernie Ryan. "The basic inequity of Tier III is retained. You still have one group of employees paying 3 percent of their salaries into the system yet getting substantially reduced benefits out of the system."

Basically, the Commission recommends:

- The 3 percent employee contribution would be retained.
- Benefits would be coordinated with Social Security on an "aggregate" basis, rather than on an individual "offset" method of integration.
- Pension benefits would be calculated at a rate of 1.5 percent times final average salary times years of service up to a maximum of 35 years.

In comparison, Tier I and II benefits are calculated using a 2 percent factor after 20 years service.

"The word 'aggregate' usually means a sum or addition. But in this case, the State is applying the word to a subtraction," Ryan pointed out.

Legislature chose instead to merely extend the law for one year in its present form.

"Our message to the Legislature is loud and clear," Ryan stressed. "Tier III is an inequitable system that literally can take more from an employee through payroll deductions than it ever will return in pension benefits. We want Tier III abolished, so that employees hired since July 1976 will revert to Tier II."

Under the present Tier III system, employees are effectively penalized for receiving Social Security benefits which they also paid for through payroll deductions. After complex calculations, that even the Employee Retirement System's actuaries say are unworkable, a Tier III retiree's pension benefits will be "offset" by half of their Social Security benefits.

"While we see room in which to negotiate a compromise, we do not consider it a compromise to merely simplify the mathematics of the system without addressing the inherent of the Tier III system," Ryan concluded.

## THE AWFUL FACTS ABOUT TIER III

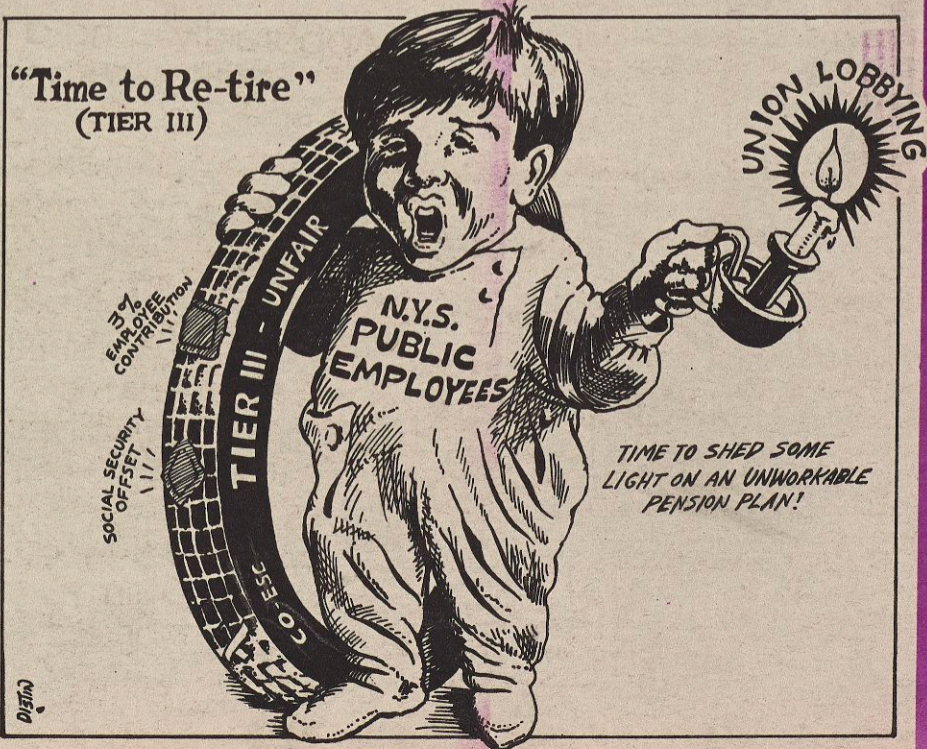
Pension benefits compared at age 62 with 35 years service

Final Salary	Tier I	Tier II	Tier III
\$10,000	\$7,000	\$6,000	\$4,190
\$15,000	10,500	9,000	6,637
\$20,000	14,000	11,530	9,125
\$25,000	17,500	14,030	11,896

"They subtract 3 percent from workers' salaries, then subtract from their pension benefits upon retirement."

The union's Political Action Liaisons (PALs) throughout the State have been called upon to contact State legislators in their home districts and make clear the members' rejection of Tier III.

The Tier III legislation is set to expire June 30. Although a Tier III compromise was almost reached in the closing days of the 1982 session, the





# A graduation at SIDC



LOCAL 429's Barbara Jane Koiner gives the closing address on behalf of the graduates.

## 'What we learned will be measured by how we serve our clients'

NEW YORK CITY — A \$250,000 two-year, joint CSEA/State project funded by the federal government to train CSEA members to work in community residences for the mentally retarded came to a close recently as graduation ceremonies were held for the 37 graduates of the program at Staten Island Developmental Center (SIDC).

Among the people delivering addresses at the graduation ceremony were CSEA Public Policy Specialist Dr. Paula Lambert and SIDC Local 429 member Barbara Jane Koiner, a graduate of the program who noted, "What we learned will be measured by how we serve our clients . . . a man is not placed on this earth to live selfishly, but to help his fellow man."



SIDC LOCAL 429 PRESIDENT John Jackson, left, and CSEA Public Policy Specialist Dr. Paula Lambert congratulate the graduates.



SIDC LOCAL 429 MEMBER Joyce Williams, above right, is all smiles as she accepts her graduation certificate from SIDC Director Dr. Ella Curry.

## Stony Point unit pens 2-year pact

STONY POINT — Two big pay boosts totaling 18.5 percent over two years highlight a contract signed recently between the Stony Point Unit and the Town Supervisor of this Rockland County community.

The first pay raise, retroactive to Jan. 1, means a 9 percent increase, while an additional 9.5 percent salary hike goes into effect Jan. 1. Longevity payments have also been recomputed, with increments being paid for five, 10, 15, and 20 years of service.

Call-in pay has been doubled to a minimum of four hours overtime pay, and stand-by pay has also been increased to one hour for each four hours employees are required to stand-by.

Mileage compensation has been upped two cents a mile. A new provision in this part of the contract will allow the town to reimburse an employee for the full cost of repair or replacement of his or her personal vehicle for any damage done to that car when it's used for town business.

Uniform allowances for members of the highway, sewer, parks and maintenance departments has been increased \$50.

The new agreement allows employees to be compensated for sick leave credits when they leave town service, and allocates an extra day personal leave, which will be used by town employees on the Friday after Thanksgiving.

Another new addition to the contract is a provision for educational expenses. Upon successful completion of Town Board approved job-related courses, employees will be reimbursed, in full, for tuition and material costs.

Town employees will also continue to enjoy non-contributory medical, hospitalization and dental insurance plans.

"Our collective bargaining specialist, Ron Mazzola, and the entire negotiating committee did a superb job in working together to come up with a fine contract," says Field Representative Chris Lindsay. The negotiating team consisted of Chief Negotiator Herb Garrison, Unit president Lucille Orof, and members William Plaisted, Dale O'Dell and Tom Brestolli.





**SHOP TALK** — CSEA Local 845 President Richard Reno, left, gives Mike Dafoe, steward for the St. Lawrence County Highway Unit, a first hand look at a recent favorable decision by the American Arbitration Association involving highway employees.

# Complex ruling sets precedent for Local 845 highway workers

## Prisoners barred from road work until all full-time employees are recalled

SYRACUSE — In a precedent-setting decision affecting 17 St. Lawrence County highway employees, the American Arbitration Association (AAA) recently sustained a CSEA grievance concerning the county practice of using prisoners to perform laborer work before recalling all regular employees.

In reviewing the events and facts, termed "complex" by the arbitrator, ruled the primary difference between the CSEA and St. Lawrence county arguments centered around the date an addendum in the contract was agreed upon and the definition of "regular" employee.

Prior to 1981, the county utilized a labor category entitled "seasonal" employees. In the 1981 contract, and following addendum, the category of "seasonal" employee was abolished and all laborers were then classified as "regular" or "temporary."

According to the addendum, temporary employees were those classified as working less than six months in a calendar year and not entitled to most fringe benefits. The term regular employee would apply to anyone who worked six months or more in a calendar year for two consecutive years.

In September of 1982 CSEA filed a grievance when the St. Lawrence County Highway

Department used a group of prisoners to perform a variety of work normally done by members of the bargaining unit.

In its presentation to the arbitrator, CSEA counsel argued that the county had failed to follow the terms of the contract addendum and recall all regular workers before new employees were hired. The county questioned the effective date of the addendum which contained the revised definition of employee categories.

After carefully reviewing both presentations, the arbitrator decided: "I sustain the (CSEA) grievance to the extent of holding that a regular employee under the contract addendum is one who had worked for more than six months in any two consecutive years beginning in 1981. Under the recall procedures of the addendum, no prisoners may be used to perform work until all regular employees as I have defined them are recalled to full employment."

The CSEA grievance was filed by Local 845 President Richard Reno through Steve Ragan, a CSEA field representative based in Canton. CSEA Counsel William F. Maginn Jr. made the presentation to the AAA representative.

## Dues coupons a 'unit-saver' in Ulster Co.

KINGSTON — Ulster County Unit members are great coupon clippers. Not necessarily the kind that gets you 50 cents off laundry detergent, but rather a much more valuable coupon . . . one that keeps their CSEA membership up to date.

As of April 22, automatic dues deduction for Ulster County Unit members was suspended for 12 months. This was the result of a decision by the New York State Court of Appeals, which ruled that the Unit participated in a strike, as defined by the Taylor Law, in 1980. So until April 1984, dues will not be taken out of members' paychecks.

For management, there were thoughts of CSEA folding and dying. The leadership and members have been working very hard to make sure those dreams don't become a reality.

A coupon book containing 12 payment coupons was mailed to each Ulster County Unit member by the Member Services department at CSEA headquarters in Albany. Meetings were held in the Kingston Local office to generate ideas on how to keep memberships current. Two methods are currently being used.

The first involves direct mailing of members' dues and coupons to Albany. Posters explaining the procedure are being distributed for each worksite. A letter detailing how and where to send the dues was included in each coupon book.

Secondly, Field Rep. Ross Hanna and Organizer Steve Chanowsky have been making visits to the Ulster County Infirmary and Department of Public Works compound to accept direct payments. Shop stewards have also been accepting checks as payment of dues.

The results have been far better than anyone could imagine. Regional Director Thomas J. Luposello says the statewide average of such dues collection has only been about 20 percent. For Ulster County's first collection period, over 60 percent of the Unit's members paid their dues, and all signs point to an increase in the May collection.

This failed attempt to cripple CSEA in Ulster County has, instead, strengthened the Unit. A new Unit newsletter is being printed monthly, and

Newsletter Committee Chairperson Grace Woods can be credited with its method of distribution. She was able to include a copy of the newsletter in each County employee's paycheck. A thousand copies are printed each month, and the response has been excellent.

The newsletter is being used to inform members about services provided by CSEA in the Unit, Region, and statewide. It also provides news on upcoming events, and has been helpful in explaining the dues collection procedure. There are also looks at the lighter side of union news, with humorous anecdotes and cartoons appearing soon.

Response by members of the Ulster County Unit has been pleasant and positive. If County officials had hoped to weaken the union, they will find that by April 1984, they will have made it the strongest it's ever been.



**FIELD REP. ROSS HANNA**, left, Organizer Steve Chanowsky, center, and Shop Steward Glen Schwenk, right, go over the list of Ulster County Unit members who have paid their monthly dues.

*For management, there were thoughts of CSEA folding and dying. The leadership and members have been working very hard to make sure those dreams don't become a reality.*



# Public SECTOR

Official publication of  
**The Civil Service Employees Association  
 Local 1000, AFSCME, AFL-CIO  
 33 Elk Street, Albany, New York 12224**

The Public Sector (445010) is published every other Friday by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Publication office, 1 Columbia Place, Albany, New York 12207.

Second Class Postage paid at Post Office, Albany, New York.

ROGER A. COLE — Editor  
 TINA LINCER FIRST — Associate Editor  
 GWENN M. BELLCOURT — Assistant Editor

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



**RETIREE EXECUTIVES** — CSEA retirees met in Albany recently to elect officers of the Retiree Executive Committee and set up plans for an upcoming retiree workshop. Pictured here are members of the committee. Seated, from left to right, are John Chesslin, of the Statewide Political and Legislative Committee; Mary McCarty, Syracuse Retirees Local 913 president; Sol Bendet, New York City Metro Local 910; and Ed Holland, committee secretary and Suffolk

Area Local 920 president. Standing, left to right, are Leo Hope, administrative assistant, CSEA Retiree Department; Denise Murnighan, CSEA stenographer; Agnes Durantino, Rockland Local 918 president; Charles Foster, committee chairman and Capital District Local 999 president; Melba Binn, committee vice-chairwoman and Rochester Area Local 912 president; and Thomas Gilmartin, coordinator of CSEA's Retiree Department.

## COPING with LAYOFFS

### How to make direct payments

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_

SOC. SEC. NO. \_\_\_\_\_

STATE \_\_\_\_\_ ZIP \_\_\_\_\_

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

(Do not send payment at this time)

## Calendar of EVENTS

### MAY

23: Discussion on state barge canal, 8 p.m., WGY-AM radio call-in show. State Senator Hugh Farley and CSEA Department of Transportation board member Joan Tobin review the canal system.

24: Region I Executive Board Meeting, 7 p.m. Region I office, Hauppauge Atrium Building, 300 Vanderbilt Motor Pkwy., Hauppauge.

24: Defensive driving course, 5:30-10 p.m., Region IV office, 1215 Western Ave., Albany.

25: Methods & Procedures Committee Meeting, 9 a.m., Second Floor Conference Room, CSEA Headquarters, 33 Elk Street, Albany.

25: Defensive driving course, 5:30-10 p.m. Region IV Office, 1215 Western Ave., Albany.

25: Defensive driving course, 6-10 p.m., Region III office, Route 9, Fishkill.

### JUNE

3: Syracuse Developmental Center combined

union/management retirement dinner, 6:30 p.m., Wysocki's Manor, Oneida Lake.

3-4: Western Region VI Conference, Alfred State College, Alfred.

17-19: Region V Thomas H. McDonough Summer Conference, Holiday Inn, Lake Placid.

22-23: Internal organizing workshops, CSEA White Plains satellite office, 222 Mamaroneck Ave., White Plains.



## Ballots went out May 14

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

Under the union's timetable, ballots are to be returned no later than 5 p.m. on June 15, and are to be counted on June 15. In order to obtain a replacement ballot, you must contact Brenda L. Smith, the Independent Election Corporation of America, 7 Delaware Drive, Lake Success, N.Y. 11042; telephone number (516) 437-4900.

Replacement ballots shall be counted as valid provided they are received on or before the date specified above and accompanied by a signed affidavit.



## POET AT THE PLAZA

EDWARD T. GILLEN, a member of CSEA Educational Local 657, spends his spare hours writing poetry. Recently, he was one of nine state employees who participated in a reading of their original works at the Egg at the Empire State Plaza in Albany. The program, sponsored by the Cultural Education Center, drew an audience of about 170, which included 100 high school students. For Gillen, a library technical assistant for the CONSER (Conversion of Serials) Project of the New York State Library, it was the first time reciting his works in public. But at 25, he has been penning poems for about a decade, ever since he won a high school writing award for a poem on cheating. "I really don't write for prizes or money," he explains. "I write for my own satisfaction. It's a great emotional release." Gillen describes his work as both humorous and as "poems that make you think." Some of his works have been influenced by his five years as a public employee, such as the piece, below, on performance evaluation ratings. Others deal with everyday things, such as frisbees, also printed below.

### RATINGS

*She's outstanding  
beats her kids  
she's so demanding.*

*He's just effective in  
every way  
sits in bars  
drinks his life away.*

*All her time invested  
in charity work,  
room for improvement  
for this dumb office clerk?*

### FRISBEE WARFARE

*They met on a field to do battle  
with no artillery, guns or men in saddles.  
Just multi-colored machines flying in the air  
causing great disorder among the ranks.  
Men are falling here, there and everywhere  
laughing gallantly at their wounds. Tanks  
are no where to be found.*

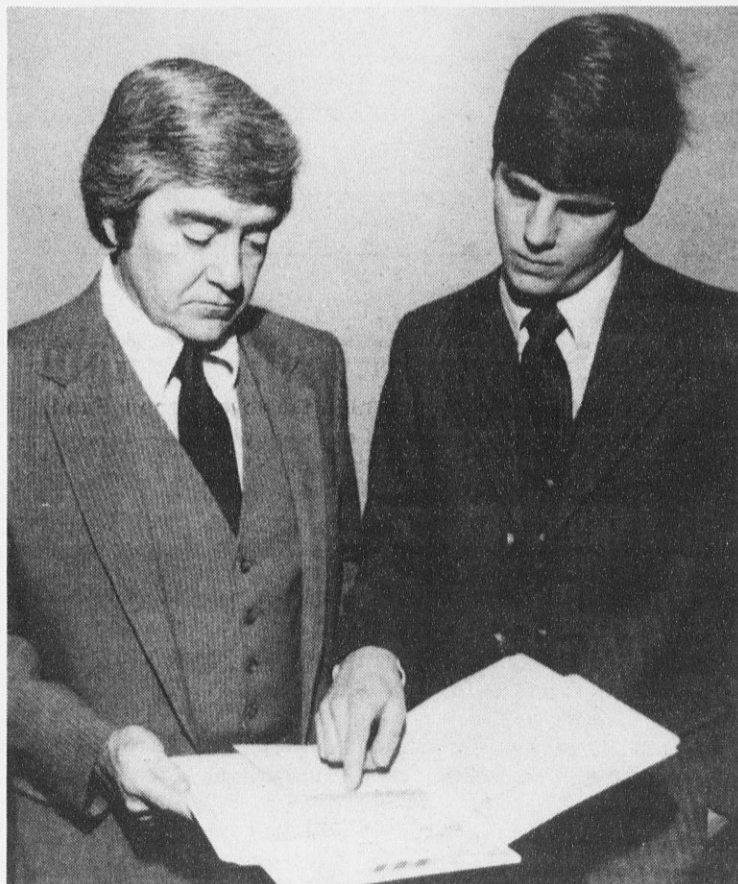
*Now the battle has ended, no one has won  
and there are no dead on this battle ground  
mainly because the hamburgers are done.*

c1980, Dreams, Poetry Press



EDWARD T. GILLEN . . . reciting his poems at the Egg.

## Union petitions NLRB to represent bus drivers of West Coast firm



**PREPARING FOR HEARING** — Dave Kennedy, right, president of Custodial/Transportation Unit 6 of Onondaga County Local 834, discusses the text of a petition with field representative Terry Moxley prior to the initial NLRB hearing at the State Office Building in Syracuse.

SYRACUSE — In a bold move that could have a statewide effect on school district transportation, CSEA has begun an all-out effort to become the official bargaining agent for more than 100 employees of the ARA Corporation, a California-based private firm currently transporting a portion of Syracuse City School District students.

According to David Kennedy, president of Syracuse Schools Unit 6 of Local 834 Onondaga County, the union filed a petition April 6 with the National Labor Relations Board (NLRB) requesting a representative election. The NLRB conducted an initial hearing April 29 with representatives of CSEA, ARA Corporation, Syracuse City School District, and their legal counsels.

ARA Corporation has taken the position that the people it employs to transport Syracuse City School District students have no right to organize into a union and collectively bargain for wages, benefits and working conditions.

In a statement issued after the fourth day of the hearing, Terry Moxley, a CSEA field representative said, "We anticipate the proceedings will be lengthy, but our commitment in time and effort to protect employees from the threat of sub-contracting is crucial and will continue to be a top priority item. In our opinion, the final NLRB determination will set a precedent and have a direct impact on all CSEA school transportation employees in New York State," he concluded.

CSEA Unit 6 is one of two Syracuse City School District Units and currently represents 259 transportation and custodial employees.

## Employee Benefit Fund moves

The CSEA Employee Benefit Fund has moved its offices from One Park Place, Albany, to 14 Corporate Woods Boulevard, Albany, N.Y. 12211.

The main telephone number is now (518) 463-4555.

The toll-free number remains the same. It is:

# EBF

1-800

342-4274



# Carol Kelly to find new job via Erie Co.

BUFFALO — Erie County has been ordered to find a new job for a CSEA member and former records clerk in the district attorney's office because she had been duped into resigning "for the good of the office."

Carol Kelly, who held the job for seven years, is also entitled to full back pay and seniority rights dating back to her Jan. 29, 1982 dismissal, ruled arbitrator Howard G. Foster.

The arbitrator supported CSEA attorney Ronald L. Jaros' contention that Kelly's resignation in the early days of District Attorney Richard Arcara's administration was solicited and came with the scarcely veiled suggestion that her job would be cut anyway. Kelly was also falsely informed by the county that her resignation was necessary to protect her unemployment insurance benefits, the arbitrator said.

Kelly was asked by the deputy district attorney for administration to submit a resignation letter "for the good of the office" because her job was being eliminated. Kelly's record-keeping job was cut to expedite creation of another post of administrative coordinator, to supervise the office's support staff.

The prosecutor's office lacked budgetary authority to create such a post without eliminating an existing job. So inventing a vacant job by forcing Kelly's resignation circumvented the need to seek county legislative approval to convert an occupied position.

Kelly said she was "delighted and pleasantly surprised at the happy outcome of the case."

"The union was most encouraging," she said.

"They were convinced of the merits of the case and that my rights had been violated."

"CSEA Attorney Jaros did a fine job and now I am waiting to hear where I will be reassigned to my new job for the county."

Region VI Director Lee Frank praised field representative Bob Young's tenacity in pursuing the case through to its successful conclusion. "Bob believed all along, in contrast to some, that Mrs. Kelly's resignation could be proven to have been made under force," Frank said.

Although Kelly withdrew her resignation eight days after submitting it, she lost her job anyway. She can now wait for the county to assign her to a new job in comfort of the knowledge that she will be fully paid at the same rate of pay when all her troubles began.

## Theft charges lifted in Steuben County

BATH — A Steuben county employee has been vindicated of theft charges and cleared of any wrongdoing by his union representative without having to go through the grievance process.

CSEA steward Terry Miller, in describing what he sees as a growing effectiveness of the union in the Steuben County Highway Department, said he and Field Representative Ray DuCharme met with their personnel director "to clear up a potentially messy situation before it got out of hand."

In the incident, a county highway department employee, working with the state Department of Environmental Conservation, had been charged with stealing gravel which theoretically belonged to the state.

The gravel, which was being cleared from a creek to alleviate a sewer system problem, had to be hauled several miles away to be dumped at a county site, as the state was giving the gravel to the county.

The employee in question requested a truckload or two of the gravel for use on his own property, which was a short distance from the creek site. He was given permission by the DEC supervisor, but when gravel was seen being dumped in the employee's driveway, eyebrows were raised and suspicions arose.

Now that the employee's name has been cleared, a better working relationship appears to be in place as a result of cooperation on all sides, according to DuCharme. "This shows that everybody working together in a cooperative manner can eliminate a lot of unnecessary red tape," he concluded.

## Local 807 OKs 2-year pact

ELLICOTT — The 19 members of the Town of Ellicott unit of Local 807 has reached agreement on a two-year negotiated contract that calls for wage increases of \$1,3052 in the first year and \$1,044 in the second year plus increments.

Police officers in the unit will receive an increase in court appearance allowance, from \$250 to \$350. The unit gained a waiver of the maximum use of sick days per calendar year. Longevity pay for those employed five through 15 years will increase by \$75 and shift differential pay will rise from 15 cents to 25 cents per hour.

Highway employees will now be covered under the grievance procedure after six months rather than the previous two years. The employer may seek alternative health coverage from the present Blue Cross-GHI, but no implementation of such a plan will be made without approval of the unit, which includes motor equipment operators, police officers and office workers.

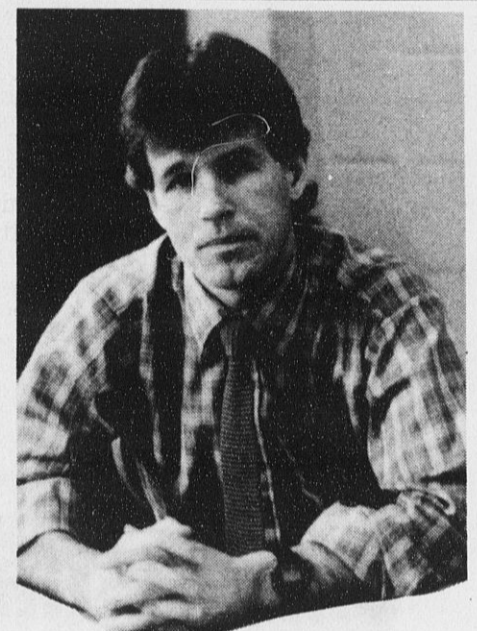
Field representative Mark Higgins was joined in negotiations by Unit President Bud Rhodes, Steve Fox, Larry Swanson, Gary Frazier and Darryl Braley.

## Town of Clarence reaches accord

CLARENCE — The 35-member Town of Clarence unit of Local 815 has reached agreement on a three-year contract that boosts wages by 6 percent in each year of the pact. The unit's negotiators also gained a longevity increase, a safety shoe allotment and payment for out-of-title work. The unit also established a career ladder for certain job titles.

Field Representative Vince Sicari was aided in negotiations by Unit President George Horan and Tom Scott.

## Hundreds benefit from union's education workshops



Education and Training Committee Chairman Sean Egan

ALBANY — In the first four months of 1983, 796 CSEA members participated in 20 different workshops sponsored by the union's Education and Training Department.

Those statistics were among topics discussed at an April 22 meeting here of the standing Education and Training Committee, according to Chairman Sean Egan.

Statewide officers, regional Education Committee chairpersons and staff attended the session, described by Egan as "an opportunity to promote better coordination." For example, a tentative training program for the next three months was developed. Among events recently held or upcoming are:

Region I: Stress Management Workshop, May 3; regional County Workshop, May 3-5; Officer Training Program, June 18;

Region II: Stress Management Workshop; May 2;

Region III: Officer Training Program, April 27-28; Basic Negotiations Workshop, OSHA Workshop, American Labor Movement Workshop, May 14-15; Internal Organizing Program, June 22-23;

Region IV: Negotiations in Political Subdivisions Workshop, April 23; Stress Management Workshop, April 27;

Region VI: Principles of Leadership Workshop, April 30; Internal Organizing Workshop (Niagara County), May 2-3.

Also discussed were plans for the final six months of the year, with each regional representative notified that they can directly use the Education and Training staff on five different occasions. Programs which could be planned include a "major weekend," that is, an extended program of up to four days; a "minor weekend," that is, a two-day event utilizing one trainer; and various weeknight events conducted by one trainer.

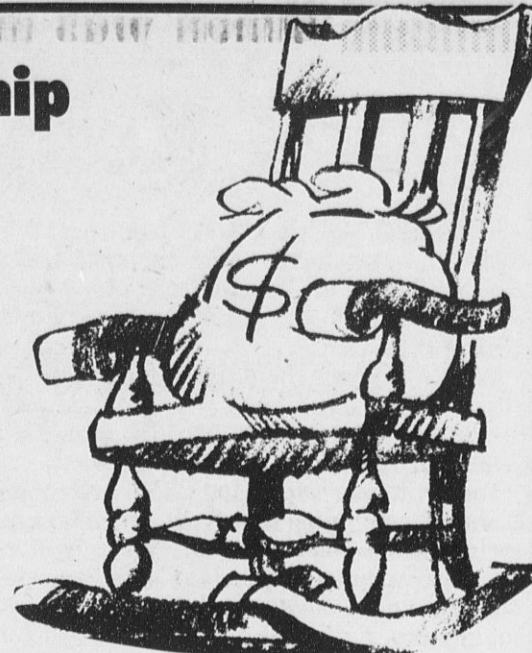
In other business, Tom Quimby, director of the CSEA Labor Education Action Program (LEAP), reported that the office is now located at 488 Broadway, Albany, N.Y. 12207. Telephone No. (518) 434-8151.

A brochure describing the program, which is funded for state workers in the Administrative, Institutional and Operational bargaining units, is available by contacting the LEAP office.



# ONLY \$4.50

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



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

The union's legislative accomplishments for retirees have included pension increases for people who retired after April 1, 1970 and before Dec. 31, 1979, drug prescription cards for those with health insurances in the state program, and survivor's death benefits for state employees.

But these benefits could not have been accomplished without the political clout of the 40,000 people who already belong to retiree locals. And, it is in the special interest of retirees who have not yet joined their ranks to do so.

Membership gives them a voice in the state's capitol to lobby for their needs. In addition, there is an official retiree's newsletter issued periodically, special mailings go out on selected issues, locals meet regularly to share ideas and exchange information, social gatherings are held, and there is access to a retiree's department, staffed by professionals, in CSEA Headquarters.

For additional information, contact the

retiree's department by calling (518) 434-0191. To sign up, fill out the following form and with a \$4.50 check send it to: CSEA, 33 Elk St., Albany, N.Y. 12207.

Print Last Name Above		First Name	Initial	SOCIAL SECURITY NUMBER
<b>MAIL ADDRESS:</b>				
Street and Number		City	State	Zip Code
<b>OFFICIAL DATE OF RETIREMENT:</b>				
<b>LAST EMPLOYED BY:</b> (Check one and specify name)	<input type="checkbox"/> COUNTY	<input type="checkbox"/> VILLAGE		
	<input type="checkbox"/> CITY	<input type="checkbox"/> DISTRICT		
	<input type="checkbox"/> TOWN	<input type="checkbox"/> STATE	(Specify above name of governmental unit checked)	
<b>DEPARTMENT, DIVISION, or INSTITUTION OF ABOVE GOVERNMENTAL UNIT:</b>				
<input type="checkbox"/> RETIRED MEMBERSHIP DUES: \$4.50				
<b>Signature of Applicant:</b>				
<b>APPLICATION FOR RETIREE MEMBERSHIP</b> THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Local 1000, American Federation of State, County & Municipal Employees, AFL-CIO 33 Elk Street, Albany, New York 12207				

## For employees taking early retirement, maintaining insurance programs is easy

ALBANY — Only two simple steps will have to be taken for early retirees to continue their participation in CSEA-sponsored insurance programs.

First, you must join a CSEA retirees local. See accompanying article above, for more information and an application form.

Then, you must arrange to pay insurance premiums directly because once you retire payroll deductions stop.

If you have any questions, call one of the following telephone numbers:

### CSEA

Basic Group Life Insurance... (518) 434-0191

JARDINE TER BUSH & POWELL

Supplemental Life Insurance... 1-800-342-6272 Ext. 537

Family Protection Plan... 1-800-342-6272 Ext. 447

Accident and Sickness Plan... 1-800-342-6272

MasterPlan (Home and Auto)... 1-800-462-2636

Jardine Ter Bush & Powell can also be reached by calling (518) 381-1600.

To obtain more information, fill out the following coupon and mail it to: CSEA, 33 Elk St., Albany, N.Y. 12207.

### EARLY RETIREMENT INSURANCE FORM

Please Print

I want information and forms necessary to continue my CSEA:

- ( ) Basic Group Life ( ) Supplemental Life  
 ( ) Auto and Homeowners ( ) Family Protection Plan  
 ( ) Accident and Sickness

Name \_\_\_\_\_

Social Security No. \_\_\_\_\_

Home Address \_\_\_\_\_

(street)

(city) (state) (zip code)

Date of birth \_\_\_\_\_ Retirement date \_\_\_\_\_

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

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

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

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

The phone number is (518) 457-2973.

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

# (518) 457-2973



# Civil Service Centennial: Legislative resolution praises public workers as cornerstone of system

ALBANY — 1983 is the centennial of the Civil Service system in New York State. To mark the occasion, the state Legislature recently passed a resolution urging that Gov. Mario Cuomo proclaim 1983 as "Civil Service Centennial Year."

The resolution praises the work done by public employees and reads, in part:

**The Civil Service System** has been responsible for construction and maintenance of a road and transportation system linking the outer reaches of our state into one community;

**Civil servants** have been responsible for the development of a public health system that has virtually eliminated the scourges of disease; insured that our food and water supplies are potable and untainted, and that our health and medical care standards are models for the western world;

**The Civil Service system** has led to the establishment of a free universal public education system reducing illiteracy and acting as the precursor of a higher education system unparalleled in the history of mankind;

**Civil servants** have been responsible for the safety of our workplaces, our public facilities, and indeed our very homes;

**The Civil Service system** has been principally responsible for the humane and caring treatment of those less fortunate, ill, infirm, and addicted;

**Civil servants** have been responsible for building a system of parks, recreational facilities and cultural institutions on a scale dwarfing anything known to man before;

**The Civil Service system** has been responsible for the construction of hundreds of thousands of housing units, replacing tenements and hovels with safe and decent housing;

**Civil servants** have been charged with the preservation and management of our natural heritage of water, land, and wildlife in order that future generations may enjoy this God-given legacy for time immemorial;

**The Civil Service system** has been responsible for the creation of a comprehensive regulatory framework enabling the free enterprise system to grow and flourish;

**Civil servants** have been responsible for the development of low cost power, ports and harbors, and waterway systems benefitting all citizens;

**The Civil Service system** has been responsible for the implementation of a fair and equitable



BACK IN 1883 — Admiring the original piece of legislation, signed by Governor Grover Cleveland, establishing the Civil Service System are, from left: Joseph F. Valenti, Civil Service Commissioner and President of the State Civil Service Commission; Assemblyman Joseph Lentol, chairman of the Assembly Governmental Employees Committee; Josephine Gambino, Civil Service Commissioner and Bernard Ryan, CSEA's Director of Legislative and Political Action.

system of self taxation enjoying unprecedented acceptance and compliance;

**Civil servants** have been responsible for insuring the safety of our highways and motor vehicles so necessary for the commerce and leisure time pursuits of all citizens;

**The Civil Service system** has been responsible for the development of public law advocacy actions on behalf of the citizens of this state;

**The Civil Service system** has been responsible for the development of licensing standards and frameworks insuring that our professions could grow to a stature of universal trust;

**Civil servants** have been responsible for providing public safety and natural disaster services so vital and fundamental to any functioning society;

**The Civil Service system** has been responsible for nurturing our youth and the care and enrichment of the lives of our elderly;

**Civil servants** have been responsible for the creation of a system of criminal justice universally acknowledged for its impartiality and fairness;

**Civil servants** have been responsible for the administration of an unemployment and workers' compensation system that is a model other industrialized nations have copied.

Two state officials who went on to become U.S. presidents had roles in setting up the state's Civil Service system. Assemblyman Theodore Roosevelt sponsored the legislation. Gov. Grover Cleveland signed it into law on May 12, 1883. It later withstood a constitutional challenge, and has been in place ever since.

## CSEA staff openings

### Communications positions open

ALBANY — CSEA is seeking candidates to fill two vacancies in the union's Communications Department. Positions to be filled are assigned to the Region I office in Long Island and the Region II office in New York City.

Duties include preparing articles for The Public Sector, writing news releases, answering press queries, preparing fliers, posters and other printed materials, and assisting CSEA locals and units with their communication needs.

Applicants should have a college degree in journalism or related subject plus two years of satisfactory newspaper, magazine or public relations experience. Five years of satisfactory experience may be substituted for a degree. Candidates must have a driver's license and car for business use.

Resumes should be submitted by May 31 to CSEA's Personnel Director, 33 Elk St., Albany, N.Y. 12224.

## OSHA specialist sought

ALBANY — CSEA is seeking candidates to fill the position of occupational safety and health specialist assigned to the Region V office in Syracuse.

Duties include investigating violations of safety and health standards, preparing follow-up reports, advising union members of their rights under such legislation as the public sector OSHA Law and the Right-to-Know act, and preparing and conducting safety educational program.

Minimum qualifications are as follows: High school graduation or possession of a high school equivalency diploma, plus three years of experience in a position or positions involving work of an investigatory or inspection nature, or the development of and participation in group training programs, or direct public contract work and/or knowledge of safety and health standards; or the possession of a Bachelor's Degree from an accredited four-year college or university, in a related field; or a combination of an Associate's Degree and one year of experience in the above.

Candidates must possess a driver's license and a car for business use.

Resumes should be submitted by May 31 to: Personnel Director, 33 Elk St., Albany, N.Y. 12224.



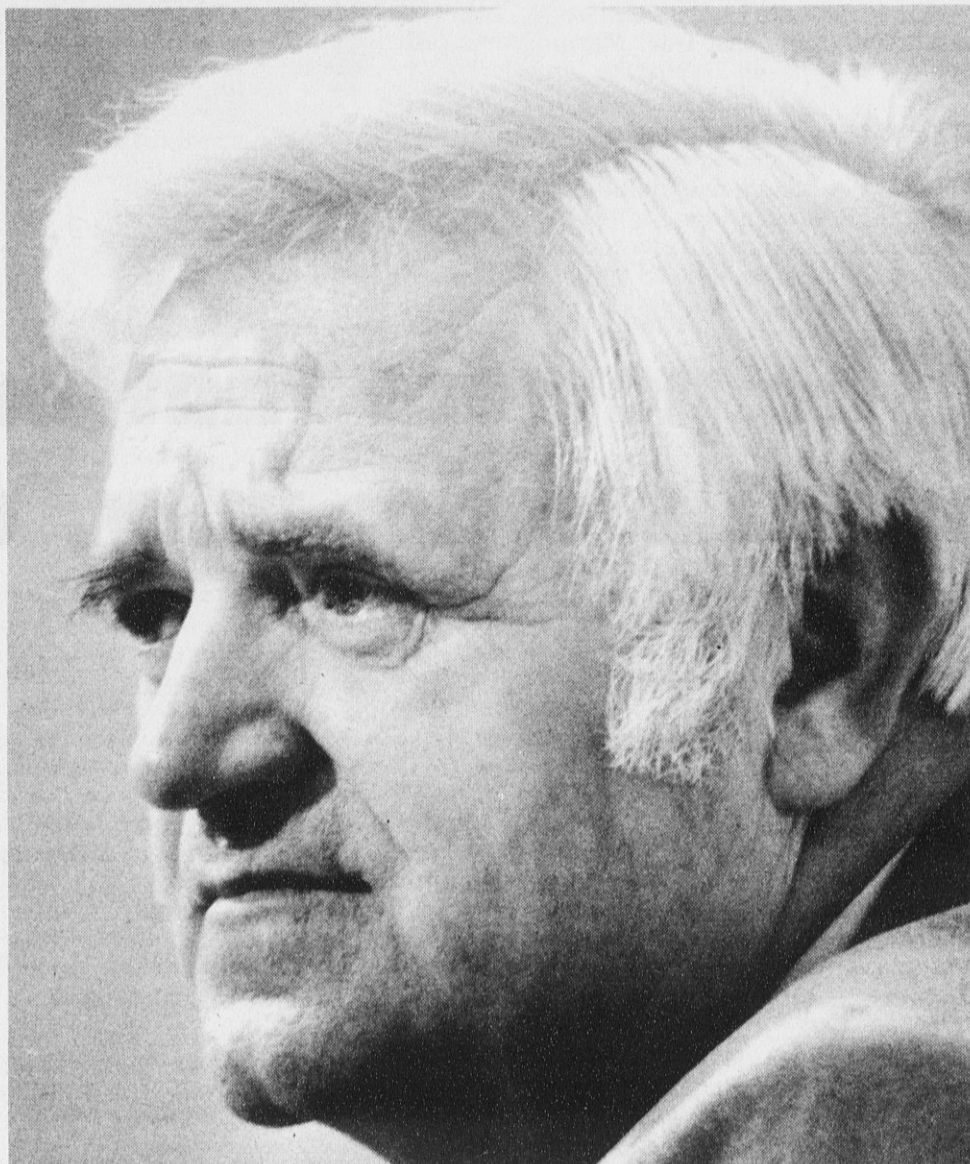
# THE TRAGEDY OF LAYOFFS

A look at the cost of reduced services in human terms

## President's Message

Fraternally,

*Bill*  
WILLIAM L. MCGOWAN



**“ We know that we’ve been doing more with less for a long time. We know about double shifts and forced overtime . . . We’ll do our best. But some of us will keep thinking about the young man at one of our psychiatric centers who hanged himself just hours before a meeting to discuss severe shortages at the institution. ”**

A 23-year-old patient at Middletown Psychiatric Center committed suicide last week. He hanged himself with bedsheets.

Ironically and tragically, this young man's death occurred just hours before representatives of CSEA and other public employee unions, the center's management and the Board of Visitors were scheduled to meet to discuss severe staffing shortages at the institution.

Originally scheduled for 64 cuts under the worst Cuomo layoff plan, the center will soon have a shortage of 183 employees through retirements, resignation and layoffs.

Programs have been cut, client facilities have been shut down, and hospital administrators fear loss of accreditation.

It's not an isolated situation. At Rome Developmental Center, where employees have been working double shifts because of staff shortages, nearly 100 CSEA members will retire in June — 100 fewer workers in a facility where employees are already stretched to the breaking point.

Statewide, more than 2,500 of the 8,000 state employees who applied for early retirement were from OMH and OMRDD.

Staff shortages, relocations, and cutback of facilities and programs are factors that can lead to patient anxiety. Patient anxiety can result in violent incidents. Clients who neither know nor care about a balanced budget may become its tragic victims.

During the controversy over May layoffs, we heard from many of the critics of public employees. Our critics said: Private industry has had its layoffs, its unemployment, its cutbacks and concessions. Why should public employees be immune? Why should they be allowed to retain their jobs when private employees have lost theirs?

It's a criticism that's understandably born out of the pain of nationwide unemployment and economic hard times, but it's a criticism that's also born out of basic misunderstanding of the nature of public service. It's a criticism that must be answered.

If business gets bad and car sales fall, industry needs fewer employees to manufacture fewer cars. We have not questioned the state's right to manage the size of its workforce according to this same simplified principle. Indeed, this is what happens when governments impose programmatic layoffs. They “go out of the business” of providing a service, and therefore no longer need the employees who were providing that service.

Across-the-board layoffs when management arbitrarily reduces the workforce by “X” number of positions to achieve budgetary goals — is another story. What those of us in public service understand is that there is still work to be done, still services to be provided, still clients to bathe and feed and care for.

When a car manufacturer lays off workers,

they're cutting back to “do less with less.” But the governor takes that a step farther and tells us that we're going to “do more with less,” and the public likes the sound of the slogan.

That slogan contains an implied slur on public employees. That slogan suggests that if public employees all just worked hard, we could get the job done with fewer people. That slogan is part and parcel of the damning stereotype of paper-pushing public employees, of employees who “have it made” at taxpayers' expense. That slogan is an insult.

We know that we've been doing more with less for a long time. We know about double shifts and forced overtime. We know about covering two jobs because vacancies aren't filled. We know that just as many motorists will line up next month to renew their drivers licenses. We know that the same number of highway miles will have to be maintained. We know that just as many unemployment insurance claims will have to be processed. We know the same number of tax forms will have to be examined.

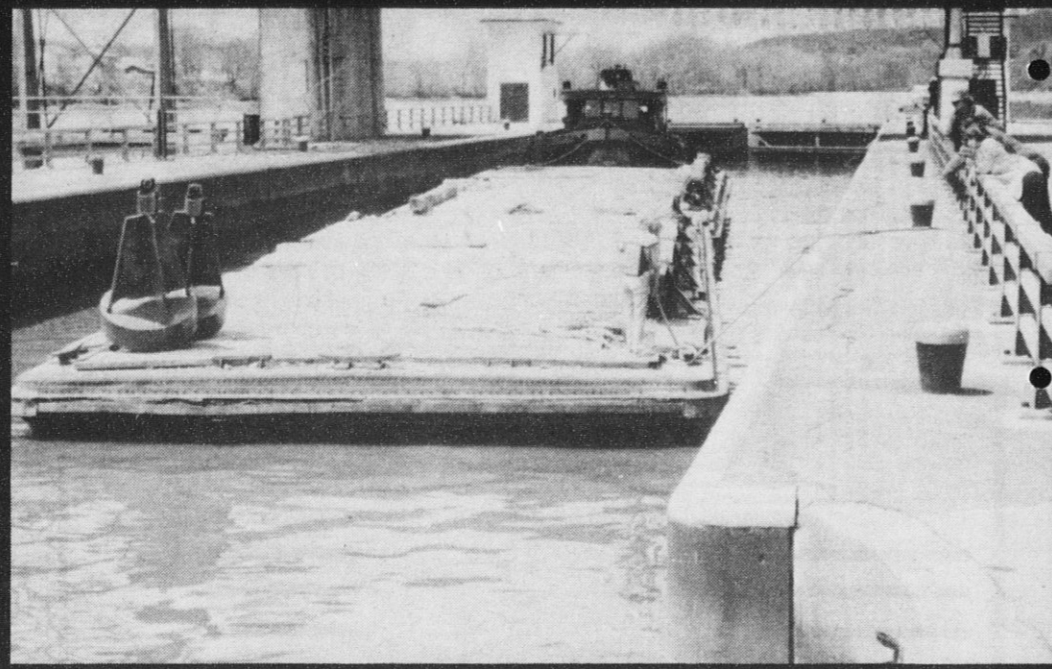
As always, we'll do our best. But some of us will burn out. Some will give up. Some will find jobs in private industry. Some will hold on and hope that we don't get cut in the next round of layoffs.

And some of us will keep thinking about that young man who hanged himself with bedsheets.



## DON'T PULL THE PLUG!

The state barge canal system has begun another hectic season of recreational and commercial activity, but 164 full-time maintenance employees who help keep the system functioning can't help but be looking ahead to December when the canal officially closes for the winter months. And they're not looking ahead fondly either, for that's when the state plans to convert them from full-time to part-time status. Those numbers reflect a proposed 35% reduction in the New York State Barge Canal maintenance workforce between December and May of the following year, when the state says it would rehire the 164 workers as "seasonal" employees again. Until now, maintenance people worked year-round to repair and maintain the canal equipment, which requires constant attention during the off-season as well because much of the equipment is 60 and 70 years old. The employees and their union, CSEA, are fighting to prevent the layoffs from occurring later this year. Lobbying with state legislators is one method being used; gaining support from the general public and users of the canal system is another. Eastern Barge Canal CSEA Local 500 President Harold Kenyon is one of many people deeply involved in the union campaign.



# 'The powers that be . . . don't realize what we do, why, or how we do it'



Local 500 President Harold Kenyon

WATERFORD — "DOT doesn't understand the canal operation," Harold Kenyon, president of the Eastern Barge Canal Local, said after working a nine-hour day on Friday the 13, the opening day of the state barge canal system.

"It's not like working on a highway. One slip and I kiss my life goodbye," Kenyon said describing his first work day without a helper as "hectic, dangerous and busy, busy, busy."

Kenyon went to work at 7 a.m., an hour early, because "I expected it was going to be a tough day and it was; I didn't even stop to eat."

Normally, Kenyon, a chief lock operator, works with one assistant to help him with the operating of a flood control dam, paper work, regular maintenance and "locking" the raising or lowering of boats through Lock 9 on the Erie branch of the state barge canal in Rotterdam. But due to budget cutback of the Department of Transportation's Division of Waterways Maintenance he worked the first day alone and had little hope of having a helper in the near future.

But during the first day of operations, Kenyon did nearly a dozen "lockings," which take about

45 minutes each, permitting 40 vessels to pass through the lock.

Kenyon, however, added one additional duty to his normal routine — he passed out bright red label stickers with a simple message "Don't Pull the Plug SAVE THE STATE BARGE CANAL SYSTEM" and asked passers-by to sign a CSEA petition urging no cutbacks in operating personnel of the canal so that the system can be properly maintained. The concern, cooperation and support of the vast majority of people was tremendous.

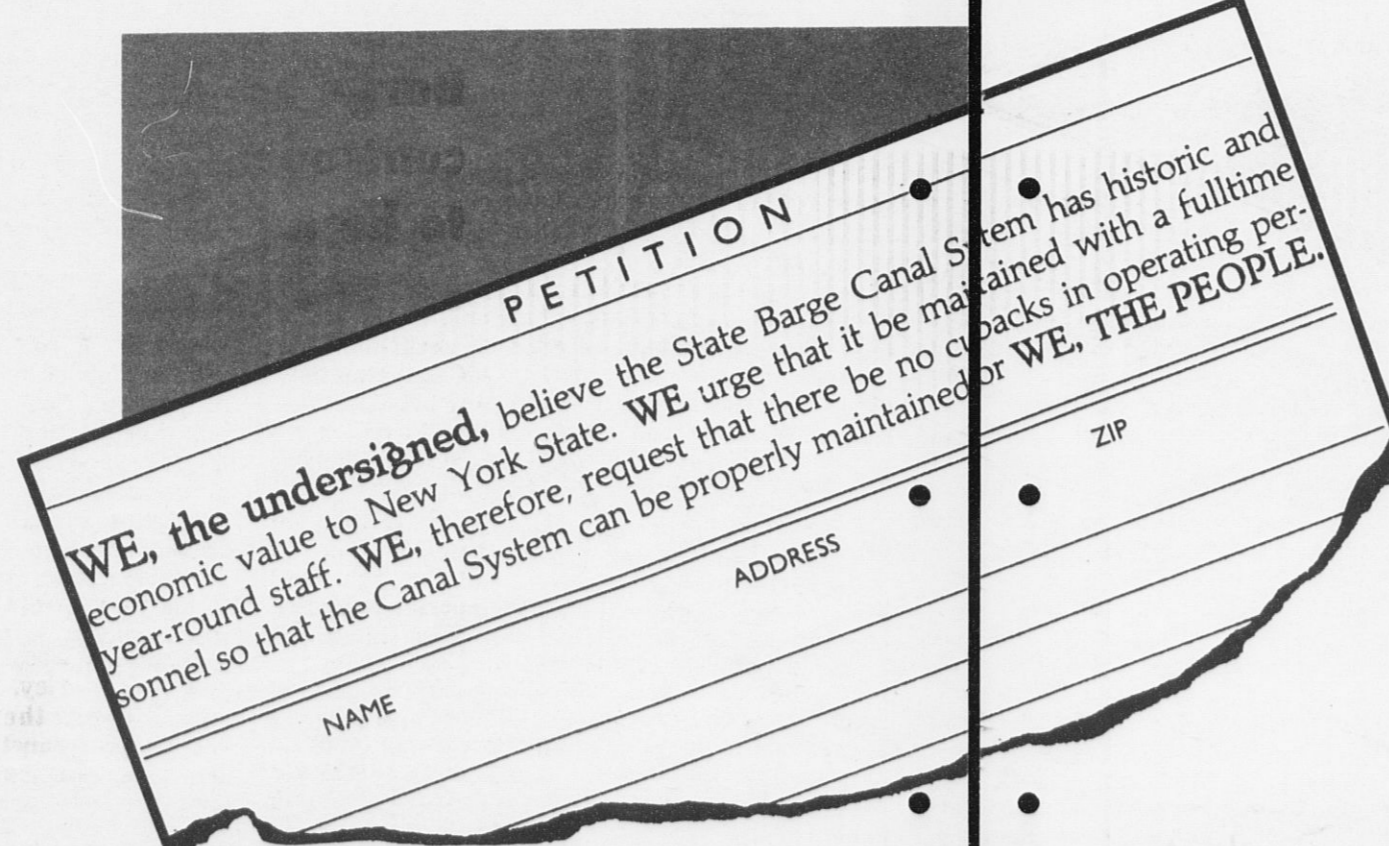
CSEA wants to save the jobs of 100 of its members who are being treated badly by the budget and the management of DOT. Some workers have been laid off, others are slated for layoffs, and still others have been transitioned from permanent full-time employees to seasonal workers.

Kenyon blamed the layoffs, the transitions and the lack of replacement for retiring personnel on DOT's "procrastinating and lack of understanding of the canal operations."

"It's plain and simple, the powers that be in their plush offices in Albany don't realize what we do, why or how we do it," Kenyon said. "Now with these cutbacks, they're playing with our lives."



CSEA LOCAL 500 PRESIDENT Harold Kenyon, right, a chief lock operator at Lock 9 on the Erie branch of the state barge canal, obtains a signature of a boat operator on a union petition protesting the planned layoffs of 164 canal maintenance workers. The petition is one of several methods being used in an effort to prevent the layoffs from taking place late this year.



The Honorable Mario Cuomo  
Governor of New York  
Albany, NY 12247

My dear Governor:

It was a pleasure to talk with you Thursday night, April 28, on the "Talk to Your Governor" radio program. Congratulations on opening the lines of communication between your office and the concerned citizens of our state.

As you suggested when we talked, I am writing to you and explaining the layoff situation on the Erie Barge Canal.

First, as I told you during our conversation, about 35% of the Department of Transportation layoffs is taking place in the Division of Waterways, which actually constitutes much less than 10% of the department's personnel. To further compound this injustice, the acting assistant commissioner, Office of Operations, on the team for layoffs had a personal feud with the waterways director, and he took a "canal and public be damned," vindictive attitude with regard to the layoffs. No one with a day-to-day knowledge of the canal operation would have concentrated the layoffs in the operating personnel (canal structural operators). Locking boats is only one of many jobs the canal structural operators perform daily. Not considered was the effect of the canal on tourism, boating, flood control, parks, irrigation, hydroelectric power, etc. In addition, layoffs of the canal structural operators will completely halt the winter maintenance programs on our 70-year old locks. The layoffs will close the canal as surely as if the locks were blown up. The only difference is one way is instant and the other will take a little time; but both will have the same devastating effect.

The canal structural operators and the chief lock operators touch the public in their day-to-day operations more than any other employees in the Department of Transportation. They touch the boating public — the tourists, the picnickers, etc. These are the employees who do all the lock maintenance — our antiquated lock machinery is kept running because of the winter repair/overhaul work done yearly. We were operating with less than one-half of our normal personnel before these latest layoffs (due to cutbacks in early 1970 and attrition). I am sure the acting assistant commissioner who formulated the layoffs did not take this into consideration.

The canal structural operators have received letters asking them to return for a seven-month seasonal job. Even the "sin" tax on liquor and cigarettes ends in 1986, but these 80 men who have had their permanent jobs made seasonal have no hope of returning to full-time employment. This is the injustice that made me speak up.

I am asking you to open the lines of communication with our new commissioner, who I am sure is not aware of this situation. As you said in our talk, we all have to bite the bullet, but these men are paying more than their fair share. The current attitude of the Department of Transportation seems to be: "if you can't blacktop, it, do away with it."

I look at the canal as the oldest operating museum in New York State. I feel its historical value cannot be measured — nor its economic value to the State of New York. Perhaps with the Department of Transportation's present attitude toward the canal division, some thought should be given to putting the canal under a more public-oriented department, such as Parks and Recreation.

Since our new commissioner, Mr. Larocca, was appointed after these layoffs were made, I would appreciate your asking him to review how the cuts were made in the Department of Transportation. There were many other layoffs within the canal division in addition to the reduction from full time to seasonal positions — we have been hit much too hard!

I would be more than happy to share with Mr. Larocca any knowledge I have gained during the past 19 years I have worked on the canal. Any additional information, facts, figures, etc. which would be helpful in appraising this situation that I can provide, I will be happy to do so.

Thank you for listening to one of the "family" and for your sincere interest in our State.

Sincerely,  
Harold Kenyon  
President, Chapter 500  
Erie Barge Canal

## Barge canal controversy to be aired on WGY radio

SCHENECTADY — The Barge Canal situation will be the topic of a panel discussion on the popular "Contact" call-in radio program starting at 8 p.m. Monday night, May 23 on station WGY (810 AM on the radio dial).

Participants will be Joan Tobin, CSEA's Board of Directors representative from the Department of Transportation and president of DOT Local 687; Harold Kenyon, president of Eastern Barge Canal CSEA Local 500; and State Senator Hugh Farley.

Listeners will be given the telephone number during the panel discussion to be used to contract the participants on the air.

LOCAL 524 PRESIDENT  
FRANK LANGDON



# Western Region reflection of conditions all along the canal

State Barge Canal employees in Region VI greeted the opening day of the canal with the shadow of decreased employment for themselves and fellow CSEA members clouding the usually-sunny spring weather that normally opens the boating season.

Local 524 President Frank Langdon and several members of his local feel the state's plan to make bridge and canal structure operators seasonal employees is "criminal" and circumvents the intent of the Civil Service statutes.

"Many of us have worked ten years or more at our jobs, and this is the thanks we get," said Langdon, an employee at the Adam St. bridge in Lockport.

"This plan will cut nearly 40 percent out of our paychecks, in addition to causing the needed maintenance of the old gears and parts of these old bridges to decrease," Langdon continued. "It's very short-sighted on the part of the state."

DOT Local 504 has employees in the Albion and Rochester sections of the Barge Canal and President Bob Wilson has joined the other CSEA locals calling for a reversal of the state's plan that "makes no sense," in Wilson's words.

Wilson and Langdon will be joining other canal locals who will be distributing fliers, petitions and bumper stickers that urge the public to voice their hope that state government not "pull the plug on the Barge Canal."



# TRANSITION '83

A conference on the challenges of career advancements. Sponsored by the Clerical & Secretarial Employee Advancement Program.

tran·si·tion 1) passage from one state, stage, or place to another; CHANGE 2) a movement, development or evolution from one form, stage or style to another.

—Webster's New Collegiate Dictionary

by Gwenn Bellcourt  
Assistant Editor

ALBANY — After a series of rigorous tests and months of training, they will have done a complete 'about face' in their careers — transitioning from a potentially deadend clerical job to an administrative post normally requiring a college bachelor's degree.

"They" are 40 state workers enrolled in a branch of the Clerical and Secretarial Advancement Program (CSEAP). And the enormous challenge they face as future administrators was the focus of "Transition 83," an intensive two-day seminar held last week at the State University of New York at Albany.

"Transition 83" participants were praised as "doers," "achievers" and "motivators," by a host of speakers including CSEA Statewide Secretary Irene Carr, Administrative Assistant to the Governor Al Levine, CSEA Director of Collective Bargaining Jack Carey, a panel of state administrators and a renowned psychotherapist.

CSEA Statewide Secretary Irene Carr reminded participants that they wouldn't be where they are today if it weren't for the Grade 3 and 5 clerks "who had a dream, a vision for those of us who were once stuck in low-paying, go-nowhere jobs."

"Don't forget these people. And above all, remember those members of the negotiating team who made it all possible," Carr said, as she referred back to 1979 when the CSEAP program was negotiated in an agreement between the union's Administrative Services Bargaining Unit (ASU) and the State.

In his keynote address, Levine, a computers and administrations specialist, was straightforward in his advice. "You must be innovative and persistent and do what you have to do within the limits of the law to get the job done."

To illustrate this point, Levine spoke of when he was hired 13 years ago as consultant to reorganize the then-inefficient Department of State. No one else wanted the job, he mused, but since he had just finished a 25-year career in the Air Force, he welcomed the challenge.

At that time in the Department of State, Levine said it took six months for a beautician to get a license, over a year for a real estate agent to get scheduled for an exam and nearly eight months for a broker to get a license.

Within a week, he found who he has since dubbed "Mrs. Licensing Bureau," a woman who took it upon herself to personally process 380,000 applications a year. "Whatever happened to service to the public?" Levine queried, adding that an essential duty of administrator is to delegate responsibility.

Soon the licensing bureau was equipped with

computers. The entire Department of State experienced a 40 per cent reduction in staff without a single layoff. This was accomplished through attrition and "generally eliminating the fat layers of middle management," Levine noted.

The state's first-ever administrative assistants program was enacted in the Department of State, a project Levine said was "very close to his heart." The program provided an incentive for promotion, boosted morale and increased productivity in the newly re-organized department, he said.

In closing, Levine stressed the importance of adopting an innovative and persistent management style. "The only thing we can't do is live forever," Levine said. "Remember words like 'you can' and 'I will' and you'll be way ahead of the game."

Following a brief break for lunch, participants were privy to an informal panel discussion entitled "State of the State." Panelists included Florence Frazer, assistant director of the Governor's Office of Employee Relations; Ramon Rodriguez, executive deputy director for the State's Division of Youth; and Bruce Feig, deputy commissioner for budget and finance in the Office of Mental Retardation and Developmental Disabilities.

Frazer, an attorney who is also a member of the CSEAP Committee, spoke of a new breed of managers in state government. Within the past ten years, managers have become much more aware of employee concerns, she said. This new awareness is due, in part, to the increasing political power of public employee unions.

"When a union grows like CSEA did from a small social group to a major organization which actually changes the direction of government," Frazer said, "an administrator has to pay close attention to the worker's interests."

Along these same lines, Ramon Rodriguez from the Division of Youth noted that ten years ago, support staff was taken for granted.

"How many of you carried your bosses?" Rodriguez asked, adding that negative stereotypes have changed as clerical staff are now beginning to get the recognition they deserve, he said.

Dr. Megen Ruthman, a psychotherapist and director of the Meta-Center in Albany, conducted a workshop on goals, stress and power for the remainder of this first day of "Transition 83"

In goal-setting, Ruthman said, "we create our own futures. There are exactly 1,440 minutes in a day. It's what we do with this time depends on what we want from life."

Ruthman outlined common resistances to goal-setting such as fear of failure and conversely, the fear of success. By devising a carefully mapped-out series of "action steps," Ruthman explained it is much easier to attain long-sought



WELCOMING REMARKS—CSEA's Director of Collective Bargaining, Jack Carey, welcomes trainees to the "Transition 83" seminar. At right is CSEA Statewide Secretary Irene Carr.

after goals. "Success is the result of many small victories," she said in quoting a favorite philosopher.

Ruthman spoke in body metaphors when referring to symptoms of stress such as "shouldering a burden" and "stomaching a problem." Headaches are often the result of overthinking, she noted, whereas lower back pain is a sign of internalized anger.

By becoming aware of these physical symptoms and working to relieve them by setting well-defined goals, Ruthman said a person's quality of life can be greatly enhanced.

"Transition 83" participants were then instructed to break into groups and identify their goals, devise "action steps" and generally discuss the stresses in their lives.

The second day of the seminar concentrated on the program itself. Case studies were presented of clerical workers who have advanced through CSEAP to any one of nearly 100 titled positions such as Information Processing Specialists, Investigative Aide and Administrative Assistant.

Participants met in small groups to talk about the problems they faced during the traineeship. Later in the day, they were asked to make recommendations to better serve the thousands of state workers in the union's Administrative Services Bargaining Unit (ASU).

Established in 1979, CSEAP is the result of contract negotiations between the CSEA and the state. The program is administered through the Employee Advancement Section of the New York State Department of Civil Service located at the State Office Building Campus in Albany.



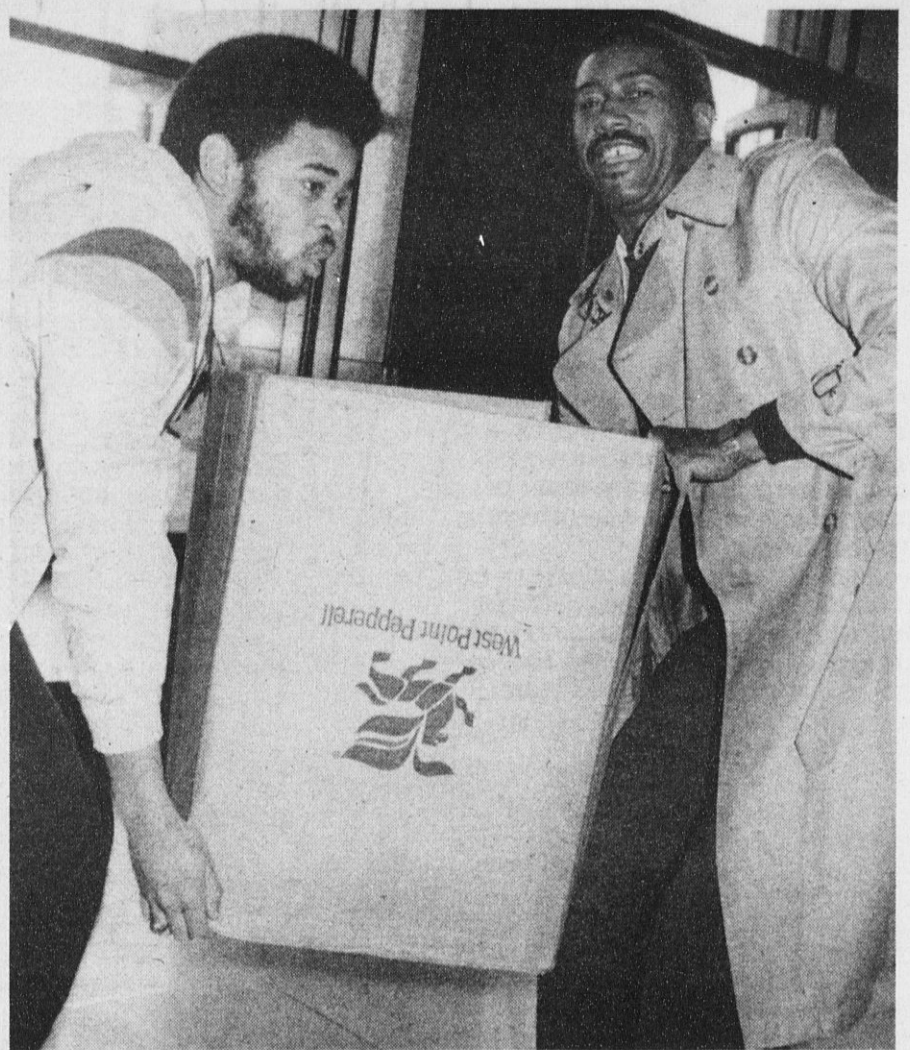
Al Levine, Administrative Assistant to the Governor







**FRUITS OF THEIR LABOR** — Some of the people who pitched in during the food drive honoring the late Tom McDonough are surrounded by contributions. From left are Erie County Executive Edward Rutkowski; Richard Marks of West Seneca Developmental Center Local 427; Barbara Justinger of Erie County Local 815; Terry Melvin of Local 427; and Rev. Robert Timberlake, director of the city mission, where a large portion of donated food was presented. Buffalo Local 003 also contributed.



**HEAVE HO!** — Local 427's Terry Melvin and Richard Marks haul a large box of donated food to Erie County distribution center.

## Region VI food drive helps ease burdens of needy

The ongoing effort to help the needy continues in Region VI as more locals contribute to helping their less fortunate fellow citizens as part of a food drive in memory of the late Tom McDonough, former CSEA executive vice president.

In Hornell, where Department of Transportation Local 007 recently completed a successful drive, Local Secretary Dawn Smith said four large boxes of groceries will be donated to two needy families, who were chosen by members who knew of their needs.

"One of them is a county employee, grade four, who has five or six children and is always struggling to make ends meet, which is understandable on a grade four salary," said Smith. "And another recipient was unemployed until lately, and his wife has been having problems with her current pregnancy, so we wanted to make things as easy for them as we possibly could."

At Alfred State University College, Local 600 members used food donated by fellow members to help a family that was a victim of a fire at

their home. "We heard about their situation, and we felt that it would be in the spirit of the food drive to donate these goods to someone obviously in need," said Local President Randy Brewer.

Other locals that have pitched in to help the drive include Erie County Local 815, West Seneca Developmental Center 427 and Buffalo Local 003.

Region VI President Robert L. Lattimer lauded the efforts of everyone involved and the "spirit in which CSEA members showed their compassion for their fellow man."



**D.O.T. DRIVE** — D.O.T. Local 007 members who helped with the food drive are pictured here. Seated, left to right, are Local Secretary Dawn Smith, Administrative Unit Representative Darlene Krupp and First Vice President Tom Flaitz. Standing, left to right, are Second Vice President Robert Palanowski, Operational Unit Representative Richard Northrup, President John Wallenbeck, and Terry Miller of Steuben County Local 851, who also participated.



**SUNY FREDONIA DRIVE** — Capt. Dennis Gensler of the Salvation Army of Chatauga County, pictured at left in front row, accepts checks and food from members of SUNY Fredonia Local 607 and SUNY Fredonia FSA Local 627. They include Rose Meyer of Local 607, Local 627 President Chris Palmer, Field Representative Mark Higgins, Lois Bialaszewski, Fanny Graham, Mary Wright, Marietta Colby and student participants.

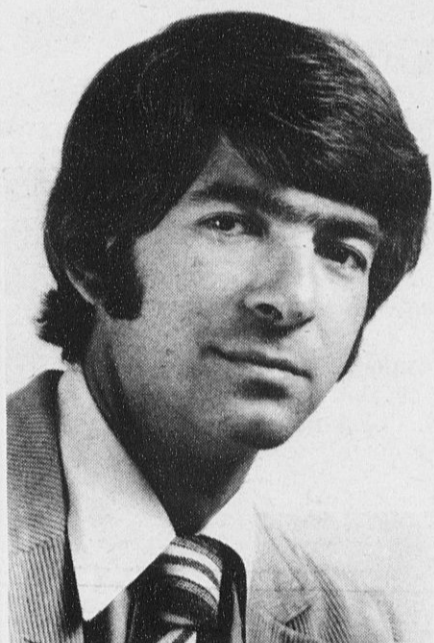


# Region II Political Action Seminar

**POLITICAL POINTERS** — Political Action Training Specialist Ramona Gallagher leads a one-day political action seminar held in Metropolitan Region II recently, which attracted some 50 members. Seated at the dais are Robert Nurse, chairman of the region's political action committee and president of Kingsboro Psychiatric Center Local 402, and George Caloumeno, regional president. Among the topics covered at the session were lobbying, organizing political action committees, CSEA's 1983 legislative program and organizing for elections.



## Quimby named head of LEAP



THOMAS QUIMBY

ALBANY — CSEA Statewide President William L. McGowan has appointed Tom Quimby director of CSEA/LEAP, the union's Labor Education Action Program.

LEAP administers tuition-free courses and high school equivalency programs for state workers in the Administrative, Institutional and Operational bargaining units. It also cooperates with the Governor's Office of Employee Relations to provide other training programs, including tuition reimbursements and agency experimental grants.

Quimby joined CSEA in 1974 as a field representative. In 1979, he was appointed the union's director of education.

CSEA/LEAP is located at 488 Broadway, Room 518, Albany, N.Y. The telephone number is (518) 434-8151.

## —PLANNING ON RETIREMENT?—

**Know your retirement benefits  
Maximize your retirement income**

Return coupon below for **FREE** consultation to:

Manager-Retirement Counseling Services  
Jardine Ter Bush & Powell Inc.  
433 State St., Schenectaday, N.Y. 12305

NAME \_\_\_\_\_

STREET \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE NUMBER HOME \_\_\_\_\_ WORK \_\_\_\_\_

APPROXIMATE RETIREMENT DATE \_\_\_\_\_

SOCIAL SECURITY NUMBER \_\_\_\_\_

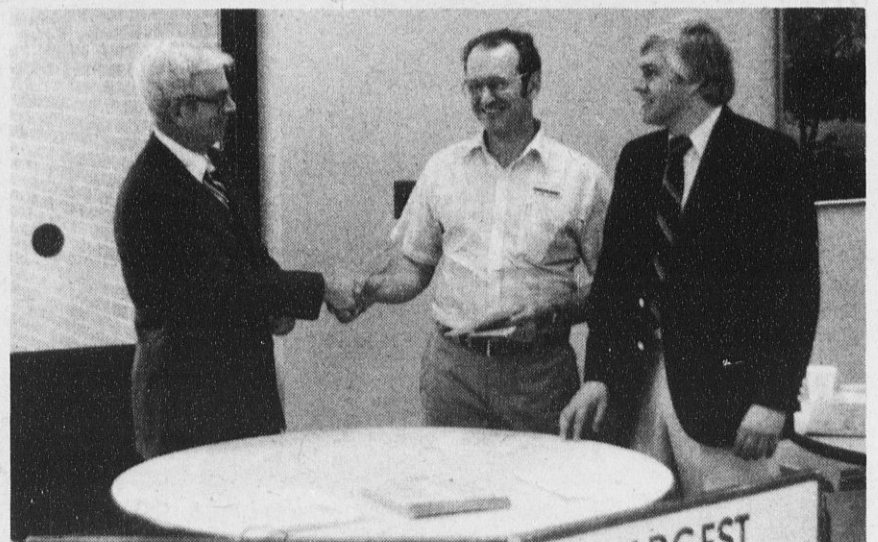
## Warren County info day proves impressive

WARRENSBURG — An Information Day with three stops for the CSEA represented workers in Warren County was conducted recently.

"The Warren County work force is so spread out that a single location would not serve the needs of all the workers, so we moved the involved representatives to the workers, rather than the workers to a single location," Mike White, CSEA field representative explained.

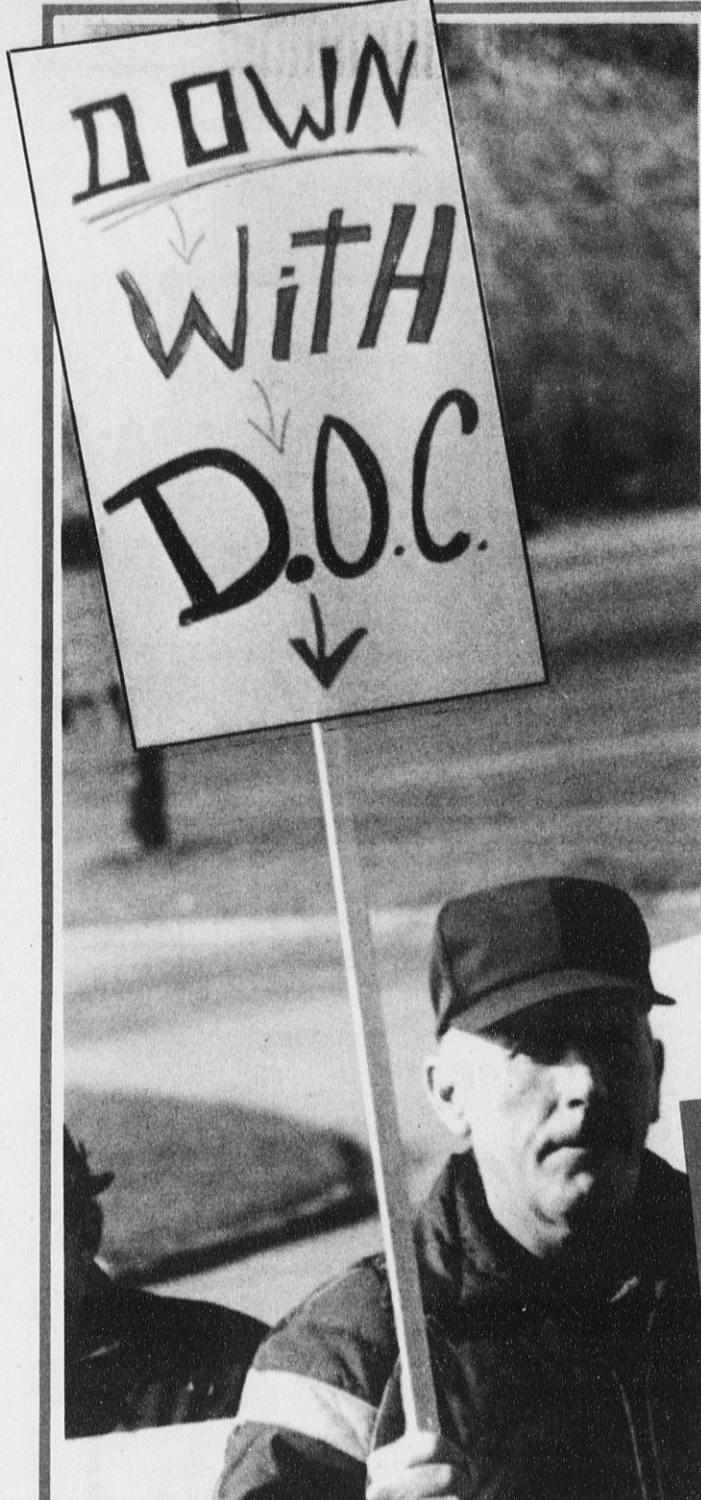
The Information Day started at the Westmount Health Facility, moved to the Municipal Center at noontime, and ended the day in the basement of the County Highway Department.

"The members were quite impressed," Doug Persons, Local president said.

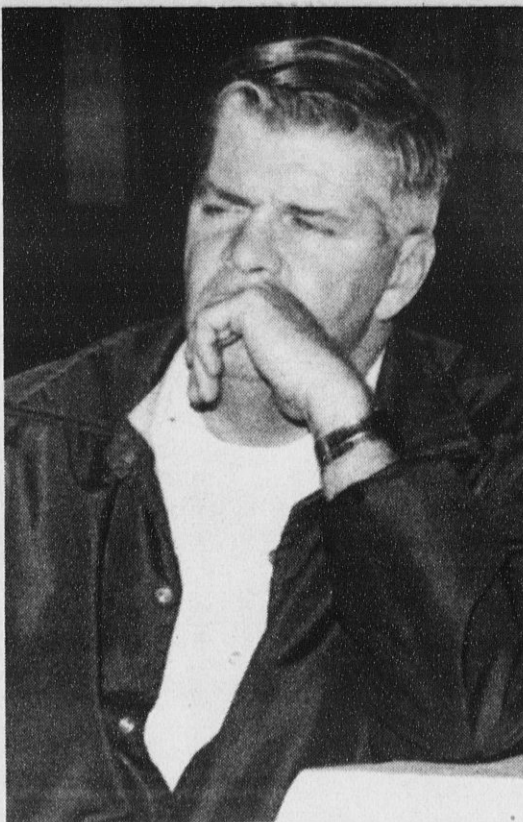


WELCOME TO WARREN COUNTY INFO DAY — Jim Blanchard, Warren County section president at the health facility, center, welcomes John D. Corcoran, Jr., left, Region IV director, to the Westmount Health Facility. At right is Field Representative Mike White.

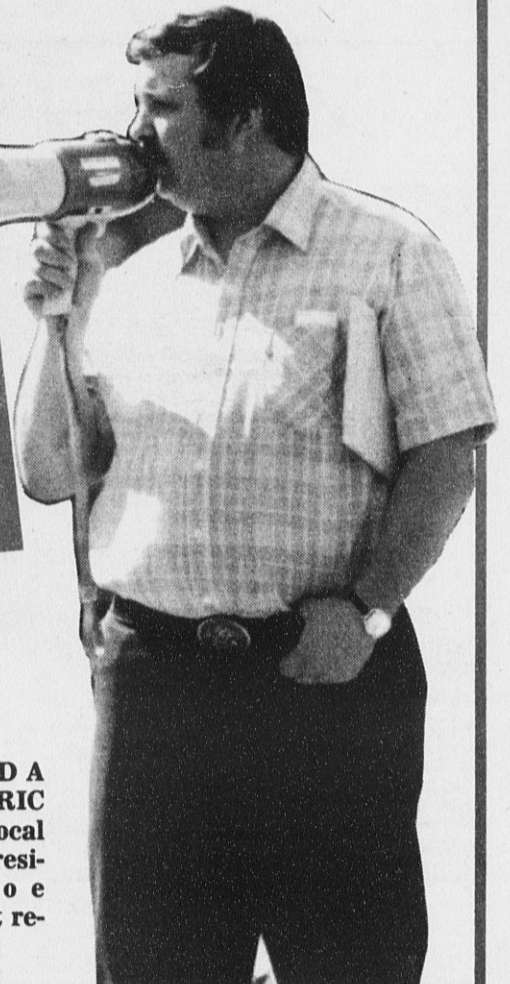
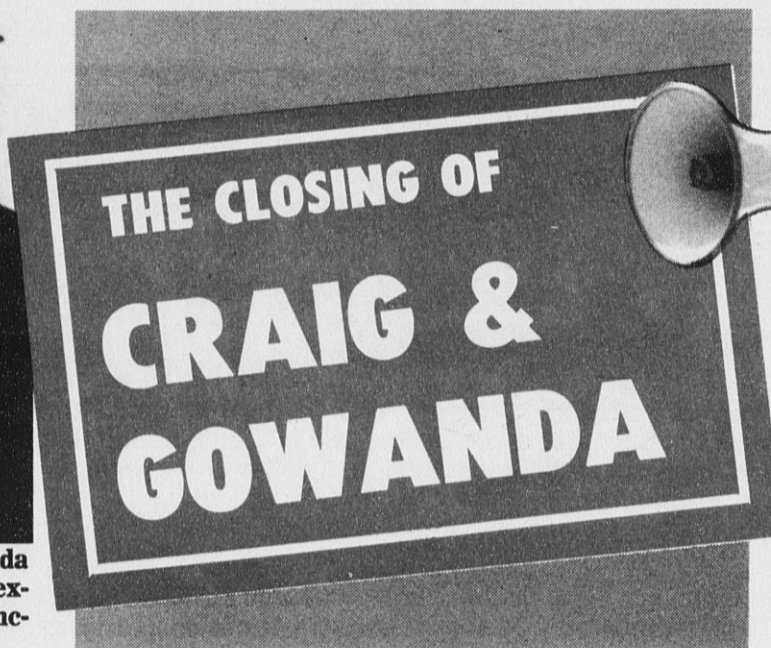




**SIGN OF THE TIMES** — An employee at the Gowanda Psychiatric Center pickets against further prison expansion on the facility's grounds with a sign denouncing the Department of Corrections.



**LISTENING TO DETAILS** of Craig Developmental Center impact study are, above, left to right, Craig Local 405 President Bob Dunlop, First Vice President Kathy Pontillo and Joan Palmer.



**GOWANDA PSYCHIATRIC CENTER** Local 408 Vice President Joe Hageman at recent rally.



## Members rally for public support against further prison expansion

The fight goes on at Gowanda Psychiatric Center and Craig Developmental Center, where CSEA members continue their efforts to halt or reverse further prison expansion by the state despite what they say are attempts "to wear us down."

Gaining enough public support, which would, in turn, lead the state Legislature to effect a plan that would guarantee a meaningful existence of the facilities, is their aim, stress Gowanda Local 408 President Adolph Namlik and Craig Local 405 President Bub Dunlop.

Gowanda local members, with active support of other regional mental health locals and Western Region President Robert L. Lattimer, took their case to the streets of nearby Gowanda recently, using bullhorns and infor-

mational fliers and petitions. Their literature cited the negative economic effect the loss of the center would mean. A flier to be mailed to Gov. Mario Cuomo asked that he put into writing his promise of last year that Gowanda would remain a viable mental health facility.

The Craig local is using a high-powered media campaign of radio and newspaper ads to inform the community of the ills that await their area if the prison on the center's grounds totally replaces the developmental center.

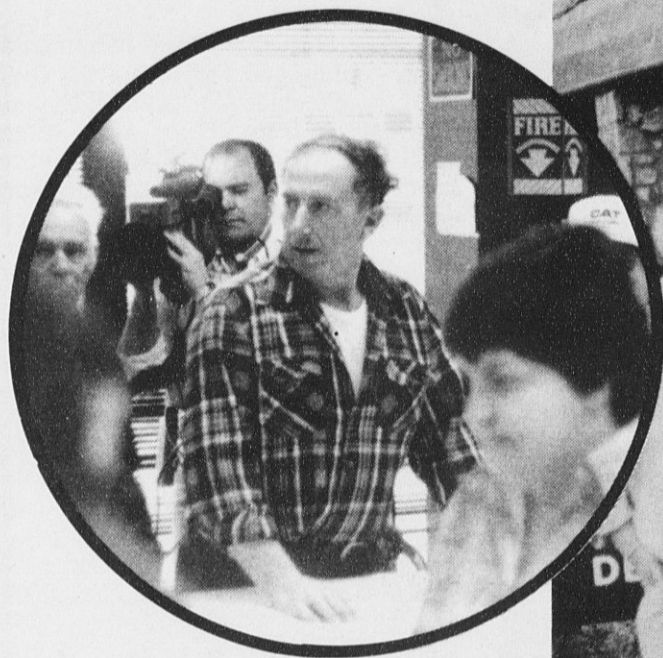
Craig-area residents are being asked to inform their elected officials that they want to save the center from extinction. A public meeting is being planned to allow state Sen. Dale Volker and Assemblyman Richard Wesley to explain the latest status of the state's plans for the facility.

**LATTIMER RALLIES** — Western Region VI President Robert L. Lattimer makes public aware of the negative effects the Gowanda closing will have on the community.



In  
Rensselaer  
County:

# Battle still rages over highway dept. layoffs



TROY — With Rensselaer County Highway Department employees still caught in the middle of a heated political battle, CSEA's Capital Region is fighting hard to have 49 laid-off workers rehired while protecting the safety of the remaining 30 workers.

On April 29, County Executive William Murphy refused the request of top regional officials to rescind the layoff notices to the 49 workers and allow the union additional time to mediate the highway fund controversy in the county Legislature.

That following Monday morning, the majority of highway workers signed up en masse for unemployment insurance, social service programs and all benefits due employed workers.

During that week, union officials attempted to get the parties together and succeeded in getting the

**UNEMPLOYED AND ANGRY** — Laid-off Rensselaer County highway workers sign up for all the benefits due them in photo above left. Above, they vent their anger and frustration to the media. At right is sticker developed to keep county residents aware of the status of county highways, many of which are due for repair.

Democrats to put forward a new position supporting a bond anticipation note rather than rejecting out of hand the total bonding concept. At the same time, one of the county highways listed for eventual repair began to crumble and moved four inches from its original position.

While the politicians refused to consider the new funding offer, the remaining 30 highway workers began to air complaints about on-the-job safety. The Capital Region responded to

the members' concerns by filing an Occupational Safety and Health Act complaint with the state Labor Department citing a possible lack of flagpersons on depleted highway repair crews.

"Our position in this matter is still clear — our members should not be used as pawns in a game of political brinkmanship," C. Allen Mead, Capital Region president said.

The union will continue to represent the on-the-job safety requirements of

**PRAY  
FOR ME.**

I use  
Rensselaer  
County  
Highways!

CSEA

the remaining 30 workers and will continue to lobby for the resolution of the highway funding controversy so the 49 unemployed workers can quickly return to the work line rather than remain on the unemployment line.

## Unemployment benefits a give-and-take proposition for school district employees

ALBANY — "One court gives and the other takes" best describes the situation for school district employees denied unemployment benefits.

The U.S. District Court, southern region, has entered into an agreement with the state Department of Labor by which all claimants denied unemployment benefits by the Unemployment Insurance Appeals Board since March 1, 1978, will have their cases reopened. The reason is that procedures used were judged to have denied them due process and equal protection. They were also particularly discriminatory against Spanish-speaking persons.

The state will notify all the people affected, who should immediately complete and return the response form. Thus, the court gives.

What happens, however, in cases where unemployment benefits were denied school employees on vacation breaks or on summer recess?

The state's highest court — the Court of Appeals — has ruled that if an employee has a letter from his or her employer indicating he or she will return to work after the recess period, the employee is ineligible for unemployment benefits. The judges ruled that such a letter is, in effect, a "contract." Thus, the court takes.

Even though issues of unemployment insurance are the individual's personal responsibility, and beyond the scope of the union's legal assistance program, CSEA's office for school district affairs wishes to make this news available to the membership so they can be informed should they decide to pursue their case on an individual basis.



# Program targets workers' input

MELVILLE — A Quality of Work Life (QWL) program aimed at giving employees greater participation in the day-to-day decisions affecting their jobs will soon be set up at the Suffolk Developmental Center (SDC).

"Employees want to be self-reliant and feel good about themselves," says Joseph T. LaValle, president of SDC Local 430, who, along with Long Island Region I President Danny Donohue, helped initiate the QWL effort at the facility.

"They want to — and have — the ability to solve their own problems, and they have a higher degree of commitment to the solutions they help to develop," says LaValle.



**STEERING COMMITTEE** — Members of the Quality of Work Life steering committee at Suffolk Developmental Center are pictured here with Region I President Danny Donohue. From left are Paulette Barbara, Eugene Haynes, Suffolk DC President Joe LaValle, Donohue, and Vivian Langstrom. LaValle and Donohue initiated the effort to set up a QWL program at the facility.

The QWL program is a joint effort by CSEA, the Public Employees Federation (PEF), Council 82 and management at the Suffolk Developmental Center, with the assistance of the statewide QWL committees of the three unions.

"QWL is based on a philosophy of trust and respect between labor and management, and it looks to treat the ideas and efforts of employees with dignity," says Guy Dugas, assistant director for CSEA Of CWEP, the joint labor-management Committee on the Work Environment and Productivity, which administers QWL. "People who perform a certain task or job know the most about how to accomplish that job."

A top-level labor-management steering committee at the developmental center has spent several months planning, guiding and supporting the QWL process. Labor representatives on the committee include Joe LaValle, Eugene Haynes, Paulette Barbera and Vivian Langstrom from CSEA; Alice Peters and Terry Blackshaw from PEF; and Jim Scorzelli of Council 82. Representing management are Fred McCormack, director; Joe Ryan, associate director; Marv Colson, deputy director of administration; George Smith, director of community services; and Bob Voss, director of staff development training.

To date, the steering committee has sponsored three workshops for some 40 labor and management participants. Employee work teams or "quality circles" — groups of people who work together and who identify, analyze and solve problems in their work areas — will be established soon.

"The steering committee recognizes that employee involvement cannot happen throughout the facility overnight, so it is currently trying to decide where to pilot a QWL effort at the center," said Dugas.

During the last several years, more and more unions have become involved in setting up QWL programs, considered by many labor proponents as a significant way to extend the reach of collective bargaining. Greater involvement in the decision-making and problem-solving process, they say, can result in higher employee self-esteem, dignity and respect — a crucial goal of the labor movement.

"As long as labor is an equal partner with management in the QWL process, QWL can be a positive supplement to both collective bargaining and the grievance procedure," says Dugas.

Says Local President LaValle: "Greater influence and involvement in their jobs is what employees and managers at all levels want, is what they deserve, and is the direction in which we are trying to move."

"Training and structures like work teams can be very helpful, but we also need to be patient and understanding that changes in attitude and how we manage and relate to each other take time."

## Tentative pact marks Local 847 talks

SCHENECTADY — After 11 months of sometimes bitter negotiations, Schenectady County Local 847 has a tentative contract.

The two-year pact, which has the full support of the negotiating team members, will provide for a 7 percent salary increase across-the-board plus increase retroactive to Jan. 1 and a similar increase in January 1984 for the 862 members.

Nearly two dozen other items and issues were also addressed in the protracted negotiations, which began last July 20 and concluded April 20.

The major stumbling block to speedy resolution of the contractual process was the county's initial refusal in July to sign a letter automatically extending the contract benefits beyond Jan. 1, 1983. This refusal to comply with an established past practice delayed the negotiations until September, when County Manager Robert McEvoy signed the required letter.

In January, after the union refused to declare an impasse in negotiations due to a lack of progress, the county administration, frustrated at the union's determination, moved to impasse.

Again the union's strong determination for a "fair and equitable" contract was clear in the February and March mediation sessions. During this time local politicians exposed the fact that the county administration was "unjustly" enriching itself by using county employees' retirement funds as county investment instruments gaining high interest payments and paying a small interest penalty to the NYS Retirement System for the late payment of retirement funds.

Public outcry and public employee indignation at this disclosure apparently caused the county administration to reconsider its bargaining position and a tentative agreement was hammered out be-

tween the parties at an April fact-finding session.

Along with the salary increase, the union gained an increase in the highway longevity payments, premium pay for all Saturday and Sunday work regardless of time worked during the normal workweek, and an increase in vacation accruals.

In areas outside of the agreement, the union gained administration support to study the feasibility of flexible work schedules. This item will be remanded to labor-management meetings on a departmen-

tal level. The County Civil Service Commission is to review classification materials of highway department crew leaders and senior clerk-library.

"We are preparing fact sheets for membership review before the ratification meeting," CSEA Collective Bargaining Specialist Patrick Monachino said. "We anticipate the membership will recognize the tremendous efforts of the bargaining team to resolve the numerous negotiation problems and come forward with a recommended package."



**CONTRACT MEASURES UP** — More than 275 operational unit employees at Utica, Marcy and Central New York Psychiatric Centers can expect to be measured in the next three or four weeks for work-related clothing to comply with work conditions in Article 15 of the operational unit contract. Taking part in the first "sizing up"

session were: Robert Goodrow, plumber at Marcy PC; Gary Philipson, clothing supplier; John Giehl, president, Local 425; John Sikora, assistant stationary engineer, Marcy PC; Bud Mulchy, president, Local 414 and chairman of the statewide labor management committee.



# Hyde Park employees approve 3-year pact

HYDE PARK — Twelve highway department employees had to work almost four months without a contract, but an agreement between this CSEA Unit and the Town Board has finally been signed.

Members had approved a three-year contract in January, but the Hyde Park Town Board did not finally approve the agreement until April 25.

The pact calls for an 8 percent wage increase retroactive to Jan. 1. the second year contains a 7 percent pay hike, while the third year contains a wage re-opener clause.

There was a clarification on three

nagging issues: Back pay covering the previous two years, longevity payments and language involving promotions. The clothing allowance for employees has also been increased.

CSEA Field Representative John Deyo says, "This is a very good contract that was well worth the wait."

Deyo praised the work of the negotiating team, which was chaired by Unit President Bill Dingee. The committee also consisted of members George Fuller and Rich Williamson. Deyo served as CSEA negotiator.

The unit is part of Dutchess County Local 814.



OFFICERS of the Hyde Park Unit and Town Supervisor William Bartles watch as Town Highway Department Bookkeeper Betty-Jo Ficher notarizes the new contract for the 12-member unit, making it official. Seated from left are Ficher, Bartles, and Unit President William Dingee. Standing from left are Unit Secretary George Fuller, Field Rep. John Deyo and Unit Vice President Richard Williamson.

# RUN



in the Second Annual  
CSEA COUNTY WORKSHOP

# PEOPLE Fun Run

THURSDAY, JUNE 9th

Time: 5 p.m. 1 1/2-mile course

**KUTSHER'S in the Catskills!** Join in the fun...have your Local or Unit sponsor a runner to help raise monies for use in the 1984 Federal elections. Awards will be presented to the first three male and female finishers in the race. The Local or Unit sponsoring the most participants will receive a special prize. *Every runner* will receive a **PEOPLE T-shirt** and refreshments will be provided to the runners following the race.

TO ENTER, fill in the form below and obtain a minimum of \$25 in pledges before the date of the race. The participant who raises the greatest amount in pledges will receive the **Grand Prize of \$50!** In accordance with Federal law, the PEOPLE Committee will accept contributions from members of AFSCME and their families.

## PEOPLE Fun Run REGISTRATION FORM

CSEA, Local 1000, AFSCME, AFL-CIO

Name \_\_\_\_\_

Address \_\_\_\_\_

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

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

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

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

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

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

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

## Delaware Co. OKs new pact

DELHI — A new one-year contract calling for an increase in wages, new drug plan and other improvements in working conditions was recently ratified by members of Delaware County Local 813.

According to George Lawson, chairman of the negotiating committee, the agreement affecting 500 county employees includes: a salary increase of 4 percent, or a minimum of \$500, whichever is greater; a prescription drug plan; new language covering overtime for County Home and Infirmary employees; and an improved vacation time clause calling for three weeks at eight years and four weeks at 16 years.

Joe Reedy, collective bargaining specialist and chief negotiator during the bargaining period, offered this comment on the new pact: "Considering the present economic conditions in the county and throughout the state, I believe the negotiating team hammered out the best agreement possible." The negotiating team included Chairman George Lawson, David Utter, Linda Utter, Ruth Drumm and Francis Oliver.

# TIER III HAS TO GO



# BREAD AND ROSES

## SOLIDARITY CENTER

Information of interest to union members and all friends of Labor

The slogan "Bread and Roses" comes from the historic strike of 20,000 textile workers in Lawrence, Massachusetts in 1912. The strikers — most of them women and children and all of them immigrants — struck against intolerable wages and working conditions. They sought more than just a few additional pennies in their pay envelopes. They wanted to be treated as complete human beings with hearts and souls, not just as factory "hands." Their banners proclaimed, "We Want Bread and Roses, Too." They fought and they won.

"Bread and Roses" is also the name of a cultural project of District 1199, National Union of Hospital and Health Care Employees, RWDSU/AFL-CIO. It offers, at discount prices, books, records and posters to union members and friends of labor. Publications are ideally suited as training aids for educational programs, awards for union members or students, materials for distribution at conferences or workshops, gifts, office decorations or for your own personal use.

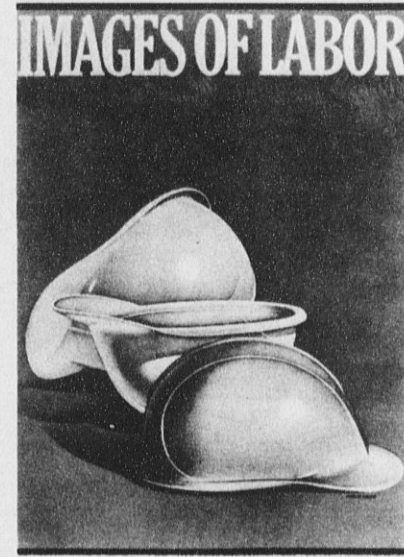
While there are many books, posters, records and postcards available through "Bread and Roses," you might want to start by taking advantage of a special discount price of just \$45 for all six Images of labor posters shown and described here. You can see the individual prices for each poster if you order them separately, but by getting all six the price per poster works out to just \$7.50 each. Simply fill out the order form below, send your check or money order for \$45, and mail to address shown on order form.

Full color poster of a painting by **May Stevens**

"We are the slaves of slaves. We are exploited more ruthlessly than men."  
—Lucy Parsons



Price \$15.00  
Your price only **\$11.25**



Full color poster of a painting by **Philip Hays**

"You may call the workers' phrases vulgar and untrained, but to me their forms of speech are much more clear, more powerful, with more courage and poetry than all your schools in which our leaders smile to see us learn empty grammar. A man's most basic character, most basic wants, hopes and needs come out of him in words that are poems and explosions."  
—Woody Guthrie

Price \$15.00  
Your price only **\$11.25**

Full color poster of a painting by **Paul Davis**

"Man is born to Labor and the bird to fly."  
Job 37



Price \$15.00  
Your price only **\$11.25**



Full color poster of a painting by **Jacob Lawrence**

"Who are the oppressors? The few: the king, the capitalist, and a handful of other overseers and superintendents. Who are the oppressed? The many: the nations of the earth, the valuable personages, the workers; they that make the bread that the soft-handed and idle eat."  
—Mark Twain

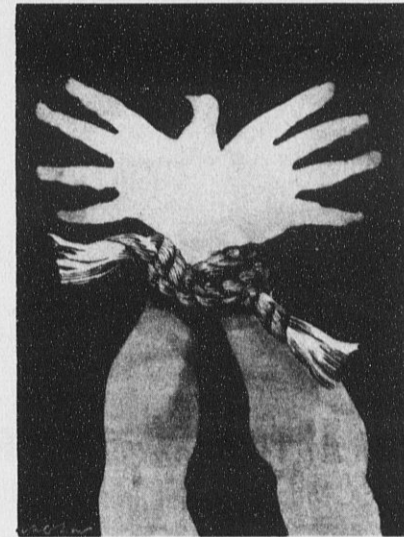
Price \$15.00  
Your price only **\$11.25**

Full color poster of a painting by **Sue Coe**

"We were nervous and we didn't know we could do it. Those machines had kept going as long as we could remember. When we finally pulled the switch and there was some quiet, I finally remembered something... that I was a human being, that I could stop those machines, that I was better than those machines anytime."  
—Sit-down striker Akron, Ohio 1936



Price \$15.00  
Your price only **\$11.25**



Full color poster of a painting by **Milton Glaser**

"It is true indeed that they can execute the body, but they cannot execute the idea which is bound to live."  
—Nicola Sacco

Price \$15.00  
Your price only **\$11.25**

## ORDER FORM

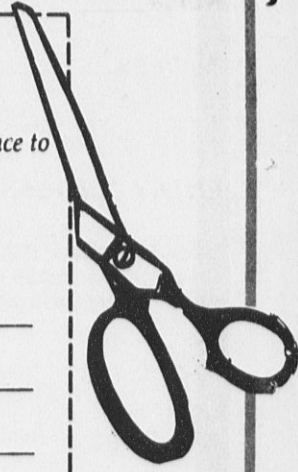
Name \_\_\_\_\_  
Address \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

order on this form and mail it with remittance to  
**Bread and Roses**  
District 1199 Cultural Center, Inc.  
310 West 43rd Street  
New York, NY 10036

Set of six Images of Labor posters @ \$45.00.

Please also send additional information about "Bread and Roses"

(All prices include postage and handling)





# YOU SAID IT, MARIO!

“We have a tendency to scapegoat the unions.

It's not fair.”

Mario Cuomo

Press Conference  
January 27, 1983

Yet the state is again making public employees the scapegoats. The Governor's determination to lay off 3300 workers despite the many economic concessions public employees have already made is ridiculous.

Here's why.

The state set out to balance the budget through workforce reduction by means of attrition, voluntary furloughs, layoffs and early retirement incentives. The fiscal calculations counted on just 4200 state employees taking advantage of the early retirement option, with the State giving the unions assurances that fewer layoffs would occur if this number were surpassed.

So the unions supported the plan. And **7200** workers opted for early retirement — 3000 more than requested.

Logically, ethically, and certainly mathematically, wouldn't you think this should prevent the layoffs?

Not so.

Apparently using a form of arithmetic which defies reasoning, 3300 workers are still being laid off. And state officials even admit that “the numbers will eventually work out...” and that most of the employees laid off will be rehired. But not until after the state suffers serious morale and productivity losses.

This “Mario Math” doesn't add up. Not in numbers. Not in terms of fairness. Several thousand men and women will face the personal trauma of unemployment. Men and women with families, who want to work, but can't.

In the name of common sense, let's look for a solution that doesn't victimize good workers.

Let's be fair.



**CSEA**

The Civil Service Employees Association  
Local 1000, AFSCME, AFL-CIO  
William L. McGowan, President