

CSEA files Tier III lawsuit

ALBANY — A young CSEA member resigned from her job with the state Aug. 31, and applied for refund of her 3 percent Tier III retirement contribution. The retirement system informed her she'll have to wait a while to get her money back — 37 years!

An Albany County employee died Sept. 3, and his beneficiaries thought they'd receive his \$50,000 death benefit from the retirement system. Instead, they'll only get \$11,999.

These two cases were among the first to suffer the inequities of the

revised Tier III retirement law which went into effect Sept. 1.

And they meant that by the end of September, CSEA had a basis on which to take New York State to court to challenge the two provisions in the law.

The union's litigation challenges the revised retirement law on the grounds that it violates the "impairment of contract" provisions of the New York and United States constitutions, as well as constitutional due process

(Continued on Page 13)

Public SECTOR

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Why you should
VOTE 'YES'
NOVEMBER 8

REBUILD
NY



BOND ISSUE

See pages 5 and 20



MONDALE IN 1984

HOLLYWOOD, FLA. — In a precedent-setting action, the AFL-CIO has thrown its muscle, money and endorsement behind Walter F. Mondale's bid for the nomination as the Democrat candidate for United States President in the 1984 election.

The formal endorsement by the AFL-CIO's general board, an action later affirmed by the general delegate body, at the AFL-CIO's convention here marked the first time the Federation has endorsed any candidate before the presidential primaries. Mondale was the overwhelming favorite of the convention, winning an overwhelming 96.5 percent of the general board votes case, compared to Sen. John Glenn of Ohio, who got the remaining 3.5 percent. The voting came from 96 unions representing 14.5 million AFL-CIO members.

Speaking to the AFL-CIO delegates, Mondale pledged, "We are ready to build the strongest, most productive economy in this nation's history, bring down interest rates, create stronger trade policies, and strengthen education."

"We want jobs, low inflation, reasonable interest rates, and steady, long-term growth."

Mondale also told the convention audience, "This is the election we dare not lose, because when this administration says 'What we need is a union-free nation,' I tell them we need a nation of free unions."

AFSCME International President Gerald W. McEntee cast the union's nearly 1 million votes for Mondale.

'We must work hard for Mondale'—McGowan

CSEA President William L. McGowan, a delegate to the AFL-CIO convention, said, "We must work hard for Mondale, to win the Democratic nomination for labor's candidate, and to put Ronald Reagan out of the White House." McGowan pointed out that Mondale has a program to reduce unemployment, support Social Security and Medicaid, to bring about pay equity for women, and tax policies that are fair to working families.

McDermott cites Mondale's pro-labor record

CSEA Executive Vice President Joseph E. McDermott, who also attended the AFL-CIO convention, said, "Mondale's record is clearly pro-labor and in favor of social justice. Reagan's policies are unfair to labor, women and minorities."

Walter F. Mondale, labor's candidate for the Democratic Presidential nomination, has been invited to address delegates at CSEA's Annual Delegates Meeting scheduled for Oct. 23-28 at the Concord Hotel, Kiamesha Lake. A tentative acceptance has been given by Mondale, schedule permitting.

AFSCME ENDORSES WALTER MONDALE—See page 12

EAP



Board of Directors

Meeting highlights

EDITOR'S NOTE: *The Public Sector* regularly publishes a summary of actions taken by CSEA's Statewide Board of Directors at the Board's official meetings. The summary is prepared by Statewide Secretary Irene Carr for the information of union members.

By Irene Carr
CSEA Statewide Secretary

Albany — CSEA's statewide Board of Directors met Sept. 15 to conduct official business of the union.

During the meeting President McGowan discussed the Rebuild New York Bond Issue, and also informed the board that the newly-appointed executive director, Bernard Zwinak, joins the CSEA staff in October.

In view of the fact that the board is not scheduled to meet to approve a new fiscal year budget until early November, the board approved a motion to continue expenditures after the current budget's Sept. 30 expiration date that are in line with normal expenses.

The board also commended Ruth Dodds of the treasurer's department on the occasion of her retirement after 25 years of service to CSEA and commended board member Grace Vallee on her selection to attend the National Convention on Child Protection and Abuse.

Approval was given to the county executive committee's recommendation that a full-scale membership recruitment program for local government be developed and implemented, with a progress report by the January board meeting. The motion was referred to the membership committee. The recommendation that organizing efforts in political subdivisions be made regardless of the size of the potential unit was referred to the Membership Task Force. The board also approved the recommendation that local presidents be notified of any effort to organize members within the local jurisdiction.

In other action, the board increased the expense reimbursement schedule for members of CSEA committees; meal reimbursement will increase Oct. 1 from \$4 to \$5 for breakfast, from \$6 to \$8 for lunch, and from \$15 to \$18 for dinner. Expenditures totaling \$15,080 were approved for a telephone system in the new Region II Office.

Other board actions included:

- Approval of a personnel committee request that the Communications Department develop material to be distributed to CSEA members to aid in the recruitment of minority and handicapped candidates for employment with CSEA.

- Approval of a county executive committee recommendation that board meetings be held in each of the six regions at least once a year.

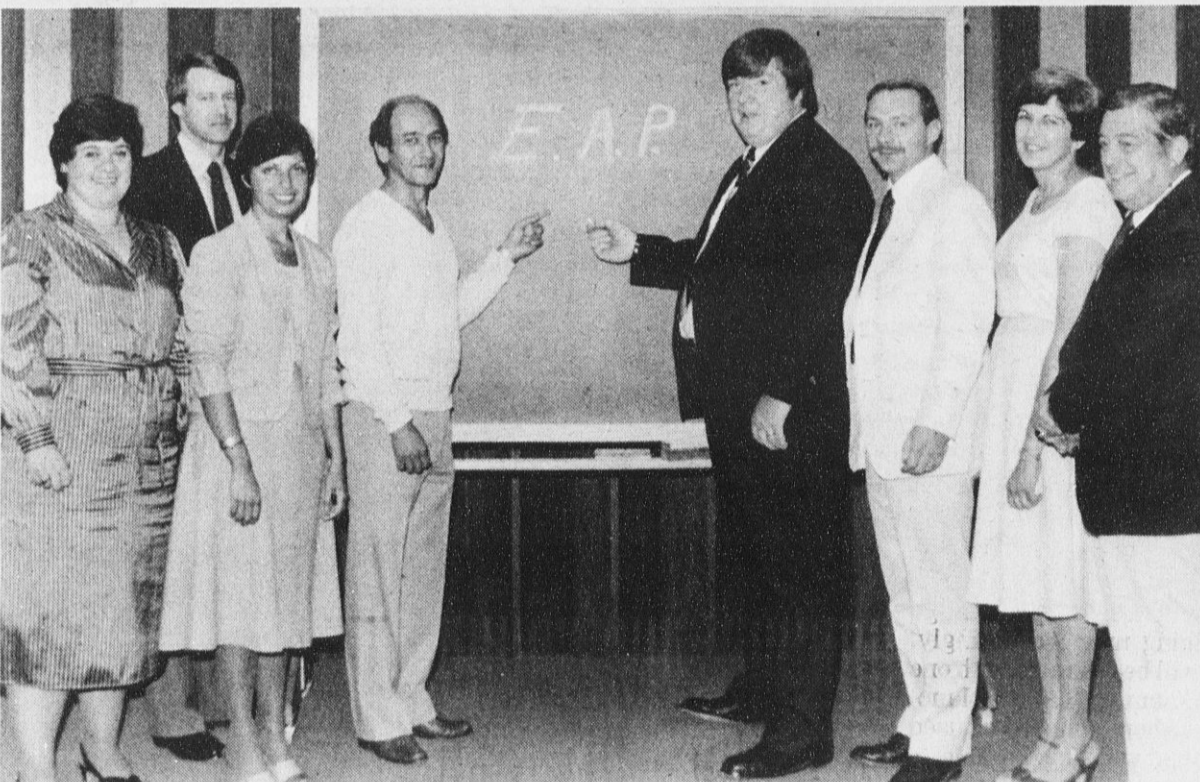
- Referral to the budget committee of a motion that delegate reimbursement for meals and lodging at delegate meetings be at the same rate as that of members of the Board of Directors.

- Approval of a \$30 miscellaneous allowance for each day at the annual delegates meeting at the Concord for members of the board, standing committee chairpersons, sergeants-at-arms, and members of the convention and credentials committees.

Also passed were a motion that CSEA consider having an annual booth at the New York State Fair and a motion that President McGowan notify the board and local presidents on his decision on endorsement of the Rebuild New York bond issue. (CSEA endorsement of the infrastructure bond issue was announced during barge canal press conferences the following week.)



EDUCATION DEPARTMENT SIGNS EAP POLICY — State Education Commissioner Gordon Ambach and CSEA Education Local 657 President June Robak recently signed an agreement to make available the statewide Employees Assistance Program to department employees. Standing, from left to right, are management representatives Paul J. Scudier, Jim Sullivan and Marilyn Gieras, CSEA/EAP Committee members Dorothy Hay, Cheryl Abbott and Edward Donnelly, and management's Charles Byrne. EAP is designed to help state workers recognize and cope with any personal problems that may affect their job performance or their health.



CHAUTAUQUA COUNTY EAP FULLY FUNCTIONAL — Chautauqua County, which has one of the most comprehensive county EAPs, recently ran a training program for all shop stewards and supervisors involved in the program. The joint three-day workshop was conducted by, from left to right, Donna Civileto, EAP Committee member; John Schwaneckamp, personnel administrator; Betty Gossett, EAP coordinator; Richard Maggio, CSEA Chautauqua County unit president; Michael Ricketts, EAP Committee member, James Murphy, CSEA/EAP director; and Barbara Gustafson and Art Chambers, both EAP coordinators.

Gender pay gap narrows slightly

WASHINGTON — Although the difference in earnings for men and women has narrowed somewhat, women working year-round at fulltime jobs still earn only 62 cents for every \$1 earned by men.

Median annual earnings for women working fulltime last year were \$13,014, compared to a median of \$21,077 for men. The ratio of women's

earnings to men's earnings has fluctuated in the range of 57 percent to 60 percent over the past two decades.

One reason cited for the slightly narrowed gap was that the recession had more of an adverse effect on men's wages. Men dominate the work force in many industries particularly hard hit, including and auto manufacturing.

AFSCME wins landmark pay equity lawsuit

Court ruling a 'sweeping victory for working women'

AFSCME has "put pay equity on the map once and for all," as a result of winning a massive lawsuit against the state of Washington, according to the director of AFSCME's Women's program, Diana Rock.

AFSCME filed a \$300 million suit against the state of Washington in August, charging the state with wage discrimination against its female employees.

"Today's court ruling is a sweeping victory for working women in the state of Washington and nationwide," said Rock. "The ruling opens the door for a fundamental change in the value of work that many women perform."

Rock said the ruling "makes illegal decades of wage discrimination against working women." She said the ruling "will take years off the battle for fair wages for women. It will put pay equity on the map once and for all."

Federal District Court Judge Jack Tanner in Tacoma, Wash., ruled that the evidence is "overwhelming" that the state has been practicing sex discrimination in violation of Title VII of the Civil Rights Act.

Tanner said the discrimination is "pervasive, intentional, and in violation of the law."

Tanner named Nov. 14 as the day the court will meet with AFSCME and the state to begin working on remedies for the discrimination.

AFSCME's president, Gerald W. McEntee, said the ruling will affect far more than the state of Washington.

"AFSCME represents approximately 15,000 employees in the state of Washington," McEntee said. "For our members there, this ruling confirms their argument that their employer was illegally holding down the wages of women. And for our members across the country, the ruling means similar actions can be expected in other state and local governments. Of AFSCME's one million members nationwide, 400,000 are women."

"AFSCME is the nation's pioneer in the area of pay equity," McEntee said. "This case is the culmination of 10 years' work. We realize the problem of unfair pay won't go away overnight, but we are confident this case will be a landmark in the achievement of pay equity."

And on the western front: wins in Washington and Alaska

WASHINGTON, D.C. — "It was a great week for the pocketbooks and the paychecks of women all over this country," said Joy Ann Grune, executive director of the National Committee on Pay Equity, a coalition of 150 organizations and individuals which has become the leading proponent of pay equity for women. AFSCME, CSEA's international union affiliate, is represented on the national committee's board of directors.

"On Monday, a precedent-setting test of an Alaska state law requiring equal pay for work 'of comparable character' began," Grune explained of legal actions in mid-September.

"And then on Friday, a federal district court judge in Tacoma, Washington issued a keystone ruling which found the State of Washington guilty of 'direct, overt and institutionalized' sex discrimination in violation of title VII of the Civil Rights Act."

"Both," said Grune, "are landmark cases in a litigation strategy to prove discrimination against women who work in predominantly female jobs — which is where more than 80 percent of all women work."

The Alaska case is not a test of federal law, but of a state law that specifically enumerates pay disparities for work of comparable character as a discriminatory practice.

The case has national ramifications, Nancy Reder of the national

committee said, because of increased interest in using existing state laws to eliminate wage discrimination — and because of a growing number of new state and local laws and policies which prohibit sex-based wage discrimination.

The Alaska case began in November 1978 when state public health nurses filed a pay discrimination complaint with the Alaska Human Rights Commission. They alleged that their work is comparable to the work of state-employed physicians assistants, and that paying them less violates state law.

The pay differential is currently \$8688 per year. Since the public health nurse position was first classified, 99.9 percent of those holding the jobs have been women. All state physicians assistants have been male.

The Human Rights Commission conducted a two-year investigation which found probable cause to believe that sex discrimination was occurring and subsequently filed a class action suit against the state on behalf of all public health nurses. The suit is now being heard in a quasi-judicial administration hearing which began in Juneau, Alaska, on Sept. 12 and is expected to run five weeks. Expert job evaluators from around the U.S. have been called to testify, and both sides agree that the case is the test of the state comparable worth law.

Suffolk's Social Services workers able to hold union meetings on county time — but not much of it

HAUPPAUGE — In a Solomon's compromise, an arbitrator has upheld the right of Suffolk County Department of Social Services (DSS) employees here and in Bay Shore to hold monthly union meetings on county time and on county property. But in so doing, arbitrator Daniel Brent also limited the sessions to strictly 20 minutes of union business.

CSEA's Legal Assistance Program took up the case after William Scheid filed a grievance because the county withdrew permission for the sessions. Traditionally, they served two functions. First, the county used the gatherings for informal purposes.

Then, union business would be discussed.

The practice of holding such meetings was initiated prior to 1974 and continued uninterrupted until April of 1983.

Brent ruled that a valid past practice existed, based on "mutual consent of the parties" and he rejected the county's argument that it could not exist for only a small percentage of the bargaining unit. Accordingly, the meetings will be resumed with one added benefit, namely that the Hauppauge and Bay Shore units which used to meet together will now be able to conduct separate union meetings.

Poughkeepsie retirement plan hailed

POUGHKEEPSIE — "A super deal" is how John Famalette describes a retirement incentive plan which he says is "unique" in New York State.

A two-year contract, recently ratified by maintenance workers of the Poughkeepsie City School District, has the retirement option which grants employees a 75 percent "bonus" if they meet certain conditions.

The "bonus" will be 75 percent of base salary plus longevity.

To be eligible, employees must be at least 55 years old and have worked for the school district 15 years. And, they must notify management by Feb. 1 that they plan to retire the following June 30.

The plan will be in effect each contract year, with a \$10,000 limit on individual "bonuses" paid in 1975.

Famalette, who led the unit's negotiating team, expects several workers to take advantage of the option each year and says it makes him "very proud they will be getting something extra."

Lending a hand to children



CSEA LONG ISLAND REGION President Danny Donohue gives a hand to Lisa Kirk of Selden. Donohue joins Project EQUALS (Everyone Qualifies Under Alternative Learning Systems) in supporting an effort to change New York state law so handicapped children receive a diploma after successfully completing the Individual Education Program. In the background (l-r) are John M. O'Grady, Project EQUALS chairperson; Patty DeSrosiers, Selden; Dr. Eric Weaver, assistant chairperson of Project EQUALS; and Marge Rothwell, executive assistant to NY state Senator Ken LaValle.

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Political action workshops set for Region III members

FISHKILL — Political Action and Legislative Workshops will be held on Oct. 11 in Middletown and on Oct. 12 in Fishkill from 7-10 p.m. Open to all members, the workshops will be conducted by CSEA Political Action Training Specialist Ramona

Gallagher. Similar sessions were also held earlier this week.

Region III Education Committee Chairperson Mary Naylor-Boyd said the seminars "will help interested members understand and function within the political systems and learn

how to have an impact on them."

Gallagher noted that participants will be introduced to CSEA political action in a program that is a combination of lectures, classroom, role-playing and discussion. Upcoming political campaigns will be discussed

as well as getting involved in the campaigns, media contacts and political awareness.

Reservations can be made by calling the Region III office. Contact Anita Manley, Communications Associate. Limited to 40 persons.

On the road to safety



JIM MAY, CSEA OSHA REPRESENTATIVE, left, welcomes the 500th person from the Long Island Region to take the Defensive Driving Course. Herbert S. Kempster, right, Department of Public Works, Suffolk County CSEA Local 852, attended the Sept. 1 and 2, 1983, course.

Extra copies of CSEA-state contracts available

ALBANY — Local presidents who want extra copies of CSEA-state contracts for the three major bargaining units may obtain them by contacting their respective CSEA regional office. New supplies of the contracts for members of the administrative, institutional and operational bargaining units were recently sent to each of the union's six regional offices.

Fill out and return survey on tuition-free courses

Many CSEA members in the Administrative, Institutional and Operational Services Units have received a survey concerning tuition-free courses.

If you did receive a questionnaire and have not completed it, please do so today.

Filling out the questionnaire takes only about 15 minutes, and a return envelope was enclosed for your convenience.

PLEASE!

Employee suggestion 'premium week'

The week of Oct. 17-21 has been designated "Employee Suggestion Premium Week" by the State Department of Civil Service. An employee who submits an eligible suggestion to the State Employee Suggestion Program, regardless of whether it is ultimately approved or disapproved, will receive a gift.

The Employee Suggestion Program, the oldest in the country, was started in 1946 and is administered by the Department of Civil Service. Since the program's inception, more than 44,000 suggestions have been submitted for consideration and approximately \$467,000 has been awarded for suggestions which have contributed to cost containment in New York state government.

Awards are generally based on 10 percent of net first year savings. There is a limit of one gift per person and all determinations on eligibility will be made by the Suggestion Program and will be final.

Employees should send their ideas (preferably on Form PS-607) to the Employee Suggestion Program, New York State Department of Civil Service, Building No. 1, State Campus, Albany, New York 12239.

Region II delegates meeting, Oct. 15

NEW YORK CITY — The Region II delegates meeting will be held on Oct. 15 from 10 a.m.-1 p.m. at Downstate Medical Center in Brooklyn. Registration begins at 9:30 a.m.

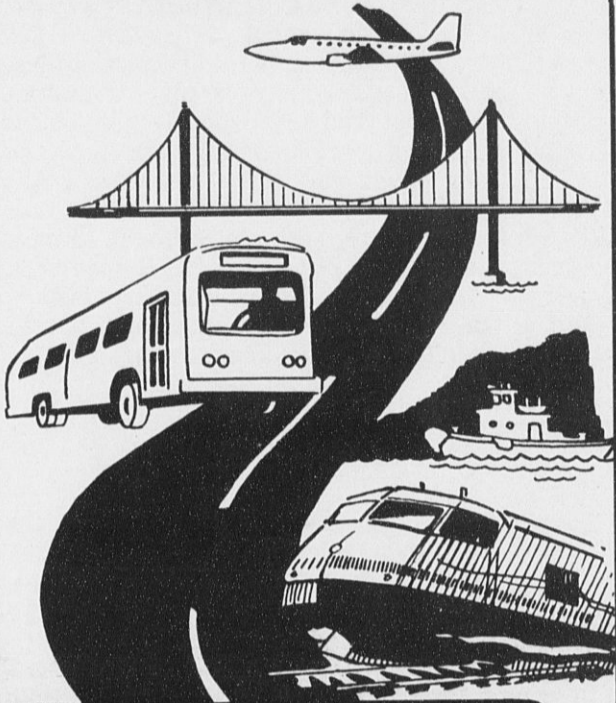
Regional President Frances Dubose Batiste said delegates should

bring their delegate packets for review. "I urge you to participate in this preliminary informational caucus so that our region will be unified and responsive to the issues on the upcoming statewide convention agenda," said Dubose Batiste.

Let's Rebuild New York, Vote 'yes' on November 8

PROPOSITION #1

FOR SAFER TRANSPORTATION



REBUILD NY BOND ISSUE

Over the last century New York's transportation system evolved into the most complex and efficient system of any state in the country. Through enormous capital investment at the federal, state and local level along with private investments, the state developed a network of bridges and roads interconnecting its cities, a rail system capable of handling major freight movements, inter-city rail passenger service virtually unequalled in the nation, an extensive inland waterway system, the largest mass transit system in the nation, and an excellent airport and air service system.

Age and wear have taken their toll on all of these facilities. 42% of the state's 19,000 bridges are considered structurally deficient and require some repair. 22% of 109,000 miles of state and local highways are rated poor. Without extensive restoration, the state will soon be faced with an almost impossible task of reconstructing these facilities.

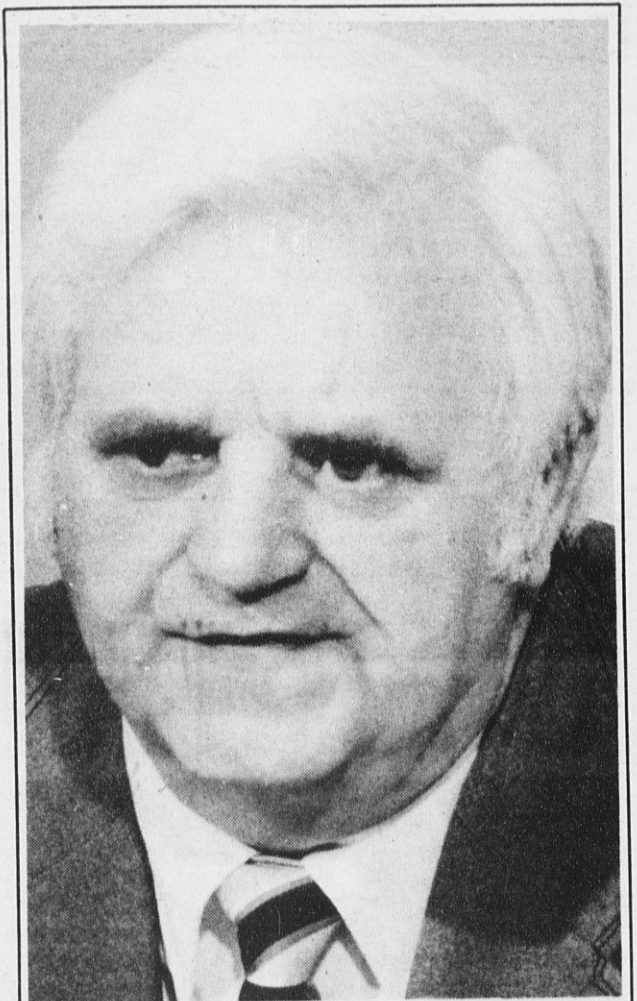
In an attempt to meet the immediate need for funds to restore these facilities, Governor Cuomo proposed and the State Legislature enacted the Rebuild New York Bond Issue.

In addition to reversing the deterioration and improving the safety of New York's transportation systems, the Bond Issue Program will provide over 180,000 man-years of employment or over 36,000 jobs for five years. Approximately \$9 billion of economic activity will develop from the investment of the \$3.17 billion Bond Program. The \$9 billion develops from the reinvestment of the capital project dollars into the state's commercial and tourism industries.

ESTIMATED FIVE-YEAR TRANSPORTATION CAPITAL PROGRAM (IN BILLIONS)

| BOND PROGRAM | | REGULAR STATE PROGRAM | |
|-----------------------------|---------------|-----------------------|-------------|
| \$1.25 | IN BOND FUNDS | \$1.51 | STATE FUNDS |
| \$1.92 | FEDERAL AID | \$2.30 | FEDERAL AID |
| \$3.17 | | \$3.81 | |
| TOTAL \$6.98 BILLION | | | |

The Rebuild New York Bond Issue would permit the state to borrow \$1.25 billion to invest in the restoration of highways, bridges, waterways, railroads and airports. A portion (\$390 million) of these funds will be used to match an available \$1.92 billion of federal aid. The rest (\$860 million) will be used to fund projects on facilities ineligible to receive federal funds. Added to normal state appropriations and other federal funds, the \$3.17 billion Bond Program (including the \$1.92 billion of otherwise unavailable federal funds) will create a five-year transportation renewal program totaling nearly \$7 billion at a cost to state taxpayers of only \$3.725 billion.



'The bond issue will benefit all New Yorkers. For union members in both the public and private sector, it will create jobs. It will also spur economic development in New York.'

**—CSEA President
William L. McGowan**

Helping New York's thousands of unemployed find new jobs is one of my administration's top priorities. Restoring the state's crumbling transportation infrastructure to a safe, reliable condition is another.

Passage of the \$1.25 billion Rebuild New York Bond Issue on November 8 will help us accomplish both of these key goals.

However, this proposition will be passed only if all union members are aware of what it will accomplish. If we can enlighten the people of this state, there is no way they can vote against this bond issue because it will create 36,000 new construction jobs and countless more jobs from the spin-off effect.

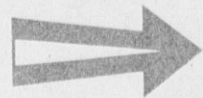
Let us work together as "The Family of New York" and educate our brothers and sisters about the benefits of the bond issue. Let us not allow ignorance to rob us of what we all deserve -- a job for everyone and a safe, dependable transportation system.

Sincerely,

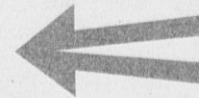
Mario M. Cuomo

Mario M. Cuomo

What you need to know about



Individual Retirement Accounts



**IRA
payroll
deduction
will be
available
to many
CSEA
members
shortly**

ALBANY — Building funds for retirement will now be easier for many CSEA members, who will now be able to use automatic payroll deduction to open an Individual Retirement Account (IRA).

The union negotiated with the state to set up IRA payroll deductions for those in the ASU, ISU and OSU bargaining units, as well as CSEA-represented employees in the Office of Court Administration (OCA).

That payroll deduction is scheduled to go into effect within the next two weeks.

IRAs, made available to the general public when tax laws were changed about two years ago, provide a way for individuals to build their own retirement savings in a tax-sheltered investment. Up to \$2,000 a year may be paid into an employed individual's IRA, and the full amount of the year's IRA contribution is subtracted from the person's taxable income. Another major tax advantage is that interest earned on the account is tax deferred until withdrawals are made, usually at retirement.

A special task force of the union's State Executive Committee — headed by John Gully, the board representative for Tax and Finance — studied a number

of IRA plan proposals before recommending the programs now being offered to CSEA members.

"Many different types of financial institutions offer these retirement plans, and we thought that our members should have a choice and be able to pick a program which best suits their needs," Gully explained. "That's why we selected three vendors, who represent three major types of IRAs — a bank, an insurance company, and an investment firm that manages mutual funds.

"Retirement planning is important, and especially with all the uncertainty over the Social Security system, IRAs can be a good way to protect your future," Gully added. "We hope that CSEA members will look into these programs, which have the big advantage of making saving easier through payroll deduction. Even if you can only save \$10 or \$12 a pay period, the tax advantages and other benefits offered through these plans can really make the money add up."

Although the plans are now only available through payroll deduction for State Division and OCA members, it is hoped that negotiations with political subdivisions will result in other CSEA members being able to take advantage of the automatic retirement savings plan.

CSEA-IRA
P.O. Box 7125
Albany, NY 12224

Please send me information on the Individual Retirement Account (IRA) programs now being made available to me through payroll deduction. I am a state employee in the ASU, ISU, OSU or OCA bargaining unit.

I am interested in receiving:

- General information on IRAs Prudential-Bache IRAs
 The Dime Savings Bank IRAs Oppenheimer Funds IRAs

NAME: _____

Home Address: _____

Place of Employment: _____

The ABCs of IRAs

What is an IRA?

An individual Retirement Account (IRA) is a tax deferred investment plan. It lets you save a portion of your income for retirement, while legally sheltering income from taxes.

Who Qualifies?

Anyone under age 70½ who is employed, even if you're already covered by a retirement plan when you work.

How much money can I contribute?

Up to 100 percent of your earnings to a maximum of \$2,000 per year. A working spouse is eligible for the same contribution, or you can contribute up to 100 percent of your earnings or a maximum of \$2,250 to cover yourself and a non-working spouse. You may open as many IRAs as you like, as long as your total contribution for the year does not exceed these limits.

Into what type of accounts can I place IRA funds?

A wide range of plans are available, including investment plans offered by banks, insurance companies, mutual or money market funds, and investment companies.

How and when may my funds be withdrawn?

IRA funds are intended to be withdrawn at retirement time and are intended to supplement Social Security benefits or your pension plan. Withdrawals before age 59½ (except in cases of death, permanent disability or incompetence) result in a tax penalty; and you're required to begin making at least minimum withdrawals when you reach 70½.

What are the tax advantages of an IRA?

First, you get a tax deduction for your IRA contributions each year you make them. Second, the money your IRA account earns compounds tax free. You pay no income tax on either the money you pay in or the interest you earn until you retire and start making withdrawals, by which time you'll probably be in a lower tax bracket.

How much money can I make with an IRA?

Plans differ widely and interest rates will change over the years. But let's assume that your IRA will earn 10 percent compounded quarterly and that you make the maximum \$2,000 yearly contributions.

If you start building your IRA at age 30, by the time you reach age 60, you'll have paid in \$60,000. However, your IRA would actually be worth \$372,444. Or let's say you don't start paying into an IRA until age 45, and thus contribute \$50,000 by the time you're 70. Your IRA will then total \$219,385. The money grows like that because it keeps adding up tax free, year after year, until you begin to withdraw it.

A look at various vendors

DIME SAVINGS BANK

A variety of IRA plans is being offered by The Dime Savings Bank of New York, the second largest savings bank in New York State. (Capital Region members may be more familiar with the Mechanics Exchange Division of the Dime.) Under these plans, there are no administration charges or opening fees, and IRA accounts are covered by FDIC protection up to \$100,000. A minimum contribution of \$10 per biweekly pay period is required for the payroll deduction IRA plan.

These funds would be deposited into an 18-month variable rate certificate which pays money market rates based on the 7-Day Donoghue Money Fund Average. (In late September, the rate averaged was 8.78 percent to yield 9.07 percent annually.)

When accounts reach balances of \$500 and \$2,500, a number of fixed-rate certificate accounts become available, many of which are currently yielding 10 percent or more interest.

PRUDENTIAL-BACHE

Prudential-Bache is offering CSEA members an annuity, guaranteed by The Prudential Insurance Company of America, the world's largest insurer. At retirement, part or all of the IRA account may be withdrawn as cash, or members may choose from a wide variety of annuity arrangements that will provide monthly payments.

One of the most common forms is an annuity which provides monthly payments for your lifetime, while guaranteeing a minimum of 120 payments (10 years). Should you die before you

have received the 120 minimum payments, the remainder will be continued to your beneficiary.

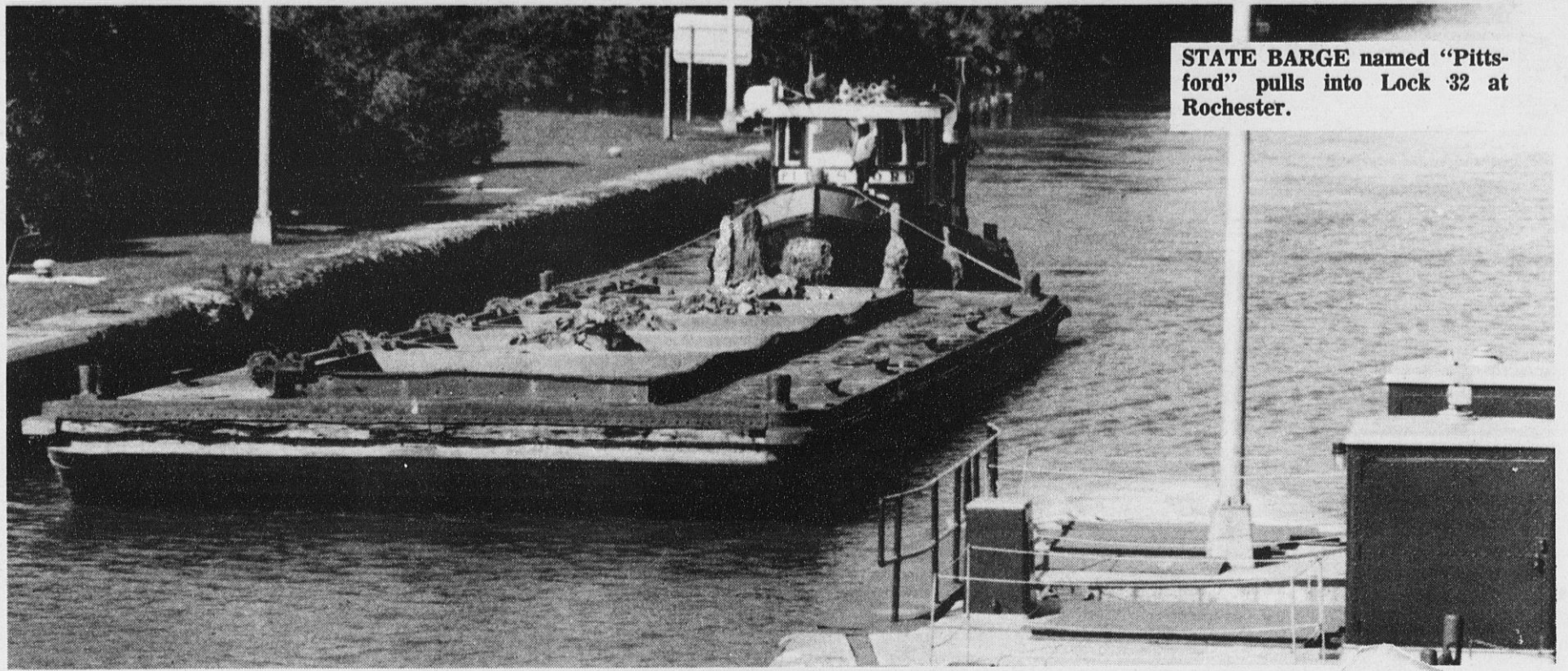
The Prudential-Bache program requires a minimum contribution of \$300 a year or \$12 per biweekly pay period, and contributions are invested in a fixed income account guaranteed by Prudential. The program's administrative expenses will be covered by an annual charge of \$5 and a reduction of 1 percent per year reflected in the guaranteed interest rate credited to your account which for the current quarter is 11¾ percent.

OPPENHEIMER MANAGEMENT CO.

An Albany-based investment banking and brokerage firm, McGinn, Smith & Co., will make available IRA investments in funds managed by the Oppenheimer Management Co. Oppenheimer manages a number of mutual funds, three of which are being offered to CSEA members — the Time Fund, the Director's Fund and the Stock Fund.

Because fund earnings depend on the performance of groups of stocks, earnings will vary. However, Oppenheimer currently manages in excess of \$8 billion and has a proven performance record. Their Time Fund, for example, has experienced a 29 percent average annual rate of return over the past eight to nine years.

Minimum investment will be \$10 per pay period. Members will be charged a small administration fee for custodial services, but will enjoy a reduction in the commission rate as they purchase shares of the fund.



STATE BARGE named "Pittsford" pulls into Lock 32 at Rochester.

Barging in to save the canal

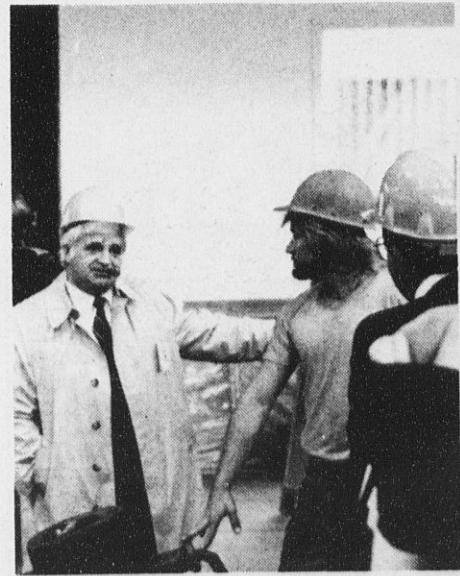


ANSWERING MEDIA queries on statewide save-the-canal tour.

BARGE CANAL West Local 502 President Frank Zammiello and CSEA President William L. McGowan meet with newscasters at one of the locks near Utica.



UNION PRESIDENT McGowan is interviewed at Rochester Lock 32 with Sen. William Steinfelt, left, and Assemblyman Gary Proud.



EMPLOYEE of Barge Canal Central Local 503 talks shop with McGowan and Region V President James Moore, right, in the canal terminal building in Syracuse.



NYC INSTALLATION — CSEA Executive Vice President Joseph E. McDermott, standing right, recently swore in newly-elected officers of New York City Local 010. Seated, from left to right, are Helen Boyd, secretary; Janis Weiner, third vice president; Todd Reisman, treasurer; Nancy Hall, second vice president; and Rose Feuerman-Sutro, first vice president. Standing, from left, are Region II Director Ron Mazzola, field representatives Charles Bell and Alan Jennings, and Region II President Frances DuBose Batiste.

Refunds for illegally-deducted prison strike penalties due soon

ALBANY — More than 30 CSEA members who had strike penalties illegally deducted months after the April/May 1979 Council 82 prison strike can expect refund checks in the near future.

As a result of a class action suit filed by CSEA, refunds totaling nearly \$4,300 will soon be paid to those members who had Taylor Law penalties deducted after Jan. 10, 1980.

The union's legal victory does not affect strike penalty deductions that occurred in May or in the fall of 1979.

"Many other employees represented by CSEA were exonerated after the strike hearings," explained CSEA Attorney Michael Smith of Roemer and Featherstonhaugh. "In this class action case, these members' right to recovery is based only on the state's failure to make strike penalty deductions on a timely basis, prior to Jan. 10, 1980."

Legal proceedings in October are expected to clear the way for payments to be made. The refunds range from \$14 to \$464.

Village disregards advisory decision

LAKE GROVE — Highway laborer Robert Pereira should get differential pay for the time he was out on Workers' Compensation, according to Arbitrator Robert MacGregor.

CSEA's Legal Assistance Program went to bat for Pereira after he suffered an on-the-job injury and the village deducted \$296 from his compensation, claiming that the extra payment would be an unconstitutional gift for services not rendered.

Union officials countered that most labor agreements provide for employee benefits that accrue even though they may not be actually performing services. Holidays, vacations and personal days were cited as examples.

Moreover, the village had included the differential pay when the grievant was out on Workers' Compensation previously. Therefore, the arbitrator ruled "it has been the practice in the past that an employee of the Village of Lake Grove would suffer no loss of wages due to a compensable injury," and since "in a previous case of like nature, and with the same employee, the differential was paid," he recommended the \$296 be restored to Pereira.

Nevertheless, the village has refused to abide by the advisory decision, which has prompted CSEA Field Representative Jim Walters to comment "its action is both irresponsible and deplorable."

CSEA'S CONSTITUTION AND BY-LAWS

ALBANY — The following is a proposed amendment to the CSEA Constitution and By-Laws, pertaining to political action funding. The CSEA Constitution and By-Laws Committee has not yet taken a position on the proposed revision, but is expected to vote on the recommendation prior to its consideration by the delegates during the annual meeting scheduled for Oct. 23-28 at Kiamesha Lake. This will be distributed to delegates as an amendment to the committee's report.

Key: Italic = New Material
Brackets = Removal of Old Material

The proposed change reads as follows:
PROPOSED AMENDMENT TO ARTICLE IV, SECTION 2(a)(4) OF THE CSEA BY-LAWS RELATING TO A CHANGE IN THAT PORTION OF THE ANNUAL DUES WHICH ARE SET ASIDE AND USED FOR POLITICAL ACTION PURPOSES. IF PASSED, THIS AMENDMENT WILL BE EFFECTIVE JANUARY 1, 1984.

"ARTICLE IV

SECTION 2. DUES AND AGENCY SHOP FEE.

(a)(4) An annual amount of [two dollars and sixty cents (\$2.60) or ten cents (\$.10) bi-weekly] **three percent (3%)** of the dues or agency shop fee paid by an individual shall be appropriated by the Association for political or ideological purposes. **Such an amount shall be collected and set aside on a bi-weekly basis in the same manner as dues are collected.** Any dues paying member of the Association or person paying an agency shop fee who objects to the appropriation of this portion of their payment for political or ideological purposes unrelated to collective bargaining shall have the right to object to such appropriation. An objector shall file written notice by registered or certified mail of his objection with the State Treasurer during the month of October of each year. Upon receipt of such objection, the State Treasurer shall remit to the objector [two dollars and sixty cents (\$2.60)] **three percent (3%) of the annual dues for the period of time objected to by the objector,** or if the objector has not paid dues or an agency shop fee for each of the preceding twelve months, the State Treasurer shall remit to the objector an amount equal to [ten cents (\$.10) for] **three percent (3%) of each bi-weekly period for which dues or an agency shop fee were collected."**

Ausable schools sign-up campaign makes the grade

AUSABLE — After a summer of signing up members, June Venette has started off the school year with a new three-year contract and a long-sought agency shop provision.

"I was determined to start September with that provision working," said Venette, president of the Ausable school unit of CSEA Clinton County Local 810.

Her persistence more than doubled the unit's membership from 27 to 56, and caused the district to implement an agency shop provision.

"I was mad. Mad at what I learned at the bargaining table," Venette said. "The district was never going to give us agency shop. They would never negotiate the wholesale incorporation of non-members into CSEA. So we agreed to a trigger mechanism. The unit had to achieve 60 percent voluntary membership before the district would collect agency fee payments from the other 40 percent."

Using her position as both unit president and member of the bargaining team, Venette began a four-month-long sign-up campaign that consisted of face-to-face meetings with the non-members.

"The people were interested in what was going on at the bargaining table and what the union was doing for them. But they were reluctant to sign on the dotted line until they saw the results," she said. "So, I just used their own interest in bettering their own situation to the union's advantage."

The three-year contract which was then being negotiated by Venette and her bargaining team — Teena Snow, Kay O'Neil, David Blaise and CSEA Field Representative Charlie Scott—was a key to obtaining the results she needed. Negotiations which began in early April dragged into mediation in July. But Venette used the protracted negotiations to her advantage.

"I told the non-members that only CSEA members would be allowed to vote on any tentative pact. And when a slight controversy arose over the district's desire to replace our health insurance coverage with another program, I made sure the non-members realized that only members would have the right to approve or disapprove of this change."

As it happened, the bargaining team came forward with a very good three-year package. The tentative contract offered the members a 8.2 percent

salary increase in the first year; 7 percent on the salary plus an increment worth 1.2 percent.

The second and third years offered 6 percent salary increases plus interest and the establishment of a \$245 sixth step in the salary schedule for all workers at the top of the present schedule to be paid in one \$120 installment in '84 and a \$125 payment in '85.

The package also improved sick leave to cover family situations, and extended bereavement leave to include aunts, uncles, nieces and nephews.

"We had a fine, tentative package to offer the members and I kept telling the non-members that if it was voted down only members would have any say in formulating our next action to get a contract from the district."

By the time the package was put up for a vote, the membership of the unit had passed the required agency shop trigger membership requirement.

"The agreement passed overwhelmingly," Venette noted. "I'm now contacting the 30 remaining school employees I did not reach over the summer. I think they'll all want to sign up as members and have some say in their union rather than just be non-participating agency fee payers."

John D. Corcoran Jr., CSEA Capital Region director, praised the efforts of Venette as being exemplary service to the goals of CSEA. "Membership recruitment is one of the most important services an officer can perform. The more members supporting the union, the stronger the union in all adversarial situations," he said.



SIGNED — Pat Monachino, right, points to the appropriate line for signing by Lake Placid School Superintendent Gerald Blair and CSEA Unit President Jim Valence. Looking on are Marian Shipman, David Wood and Gilbert Sheffield.

Wage reopener concluded

LAKE PLACID — CSEA has successfully concluded a wage reopener in the Lake Placid School District contract which will benefit some senior employees by almost \$1,400 while all employees will receive at least a 6.5 percent increase or \$700 whichever is greater.

The new longevity payments start at \$100 after one year of experience and tops out a \$700 after 25 years of service. Employees who work less than 12 months will receive this benefit on a pro-rated basis.

Federal law provides for health care for uninsured, medically indigent!

More than 150 hospitals throughout New York state are obligated under the federal Hill-Burton law to provide free or reduced cost health care to people without health insurance.

"The potential benefit from Hill-Burton is substantial, particularly in these economically troubled times, when the hardships of high unemployment have been aggravated by large cutbacks in federal programs," noted Attorney General Robert Abrams. Abrams' office recently issued a report outlining compliance with the federal act in New York.

The little-known Hill-Burton program provides hospital with federal funds for construction in return for their agreement that for 20 years they will provide substantial amounts of free or reduced-cost health care to medically indigent people without insurance.

Generally eligible for the program are those whose incomes are below established guidelines and who do not have other medical insurance; those who have insufficient Medicaid or Medicare coverage insurance or none at all; and unemployed people whose insurance has run out.

For example, a family of four could qualify for free care under Hill-Burton with an average family income before taxes of less than \$9,900. That same family could qualify for reduced cost care with an annual income of \$9,900 to \$19,800.

Not all hospitals have obligations under the program. Those seeking medical treatment should inquire about Hill-Burton in hospital emergency rooms, business offices or admissions offices. Hospitals have discretion in deciding what services to provide free or at reduced cost, and Hill-Burton hospitals only have to provide a certain amount of such care each year.

Additional information about the program, including a list of participating hospitals in New York state, is available from the state Attorney General's Office. Ask for the report: "Serving the Medically Indigent."

Judicial board makes three determinations

ALBANY — The CSEA Judicial Board has found Richard Cirillo guilty of misconduct in his office as president of the District Attorney Investigators Unit of Suffolk County Local 852, and has expelled him from CSEA membership.

Cirillo's appeal to the Appeals Committee of the statewide Board of Directors was denied.

Cirillo was charged with aiding and supporting a competing labor organization, the United Federation of Police, and signing a designation card designating the organization at his exclusive bargaining representative in a decertification proceeding.

The Judicial Board noted: "An elected officer of any CSEA unit takes an oath of office in which he or she swears to seek to advance the interests of the Civil Service Employees Association. Attempting to decertify from CSEA is a violation of that oath of office and constitutes the ultimate disloyalty to the organization."

In other recent action, the Judicial Board rescinded penalties imposed earlier this year against Flo Miller and Brian Dombrowski of Seneca County Local 850.

Four officers of the local, including Miller and Dombrowski, were removed from office and the local placed in trusteeship. Trusteeship charges related to the failure of the local to conduct election of officers during 1981 and also dealt with a lack of representation of union members by the officers of the local.

Because Miller and Dombrowski failed to respond to charges within the time period specified, the Judicial Board imposed a penalty without a hearing. The two then appealed this determination to the Appeals Committee of the Board of Directors, which granted an extension of time within which to respond to charges.

Subsequently, information was submitted to the Judicial Board by Miller and Dombrowski which resulted in the board's dismissal of all charges and revocation of penalties.



CSEA statewide Secretary Irene Carr, Region VI Office Manager Carolyn Antonucci and Region VI Secretary Sheila Brogan offer tips to secretaries of union locals and units.



Comptroller David Stack shares a wealth of financial information with treasurers.

Top officers offer tips

Secretaries, treasurers take notes at training sessions in Region VI

BUFFALO — Treasurers and secretaries of CSEA Western Region VI gathered at the Buffalo Convention Center here recently for a training session that covered everything from recording meeting minutes to completing accounting forms.

In one of two different seminars, CSEA statewide Secretary Irene Carr emphasized the important role of a secretary as an elected officer of the executive board. She recommended that in addition to carrying out clerical duties, regional secretaries should get involved in the decision-making process by joining one of several union committees.

Region VI Secretary Sheila Brogan led a discussion on the role and responsibilities of local secretaries.

"As a local secretary," she said, "you are the second most visible person next to the president. You have first-hand knowledge of what's going on in your local or unit."

Brogan also gave specific instructions on how to prepare and arrange for meetings, the proper method of recording minutes and the services and materials available to

assist local secretaries in their duties.

Region VI Office Manager Carolyn Antonucci gave an in-depth description of her job responsibilities, noting that one of her most important duties is to provide information to

local and unit presidents.

CSEA Comptroller David Stack and CSEA statewide treasurer Barbara Fauser held separate training sessions. Stack reviewed pertinent articles of the Financial Standards

Code, and explained new language under Section 4 which deals with disbursement of funds to acknowledge retirees, memorials to deceased and agency fee payers, among other things.



Participants in the treasurers' seminar were Don Livingston and Marvin Jones both of Local 815, Erie County. All who took part in the training sessions will receive certificates of completion for the course.

CSEA bargaining units get state grants for safety

ALBANY — Two CSEA bargaining units are among six public agencies receiving state grants to correct hazards found at facilities there.

The funds, awarded by the state Public Employee Occupational Safety and Health Hazard Abatement Board, will pay 75 percent of the expected cost of corrective measures. They were based on inspections done under the state Public Employee Safety and Health Act.

The city of Newburgh, Orange County Local 836, will receive \$1,125 to in-

stall a fire alarm and loudspeaker system to correct lack of such facilities in the water filtration plant.

The town of Greece, Monroe County Local 828, will get \$22,500 to purchase and install a spray booth with a makeup air unit to eliminate a fire and explosion hazard in the Public Works Department spray painting area.

Other public agencies awarded grants were the Massapequa Fire District, Niagara County Sewer District No. 1, the town of Chili and the village of East Rochester.

Shortage of staff cited in assault of Central Islip LPN

CENTRAL ISLIP — CSEA has filed a grievance against Central Islip Psychiatric Center about the safety of employees and patients at the center. The grievance follows last week's brutal assault of LPN Rita Simineri, a member of Central Islip Local 404, by a patient.

"The lives of our members, as well as the patients' lives are at stake," said Danny Donohue, CSEA Long Island Region president. "The severity of the attack on LPN Simineri was the direct result of inadequate staffing at the center."

Simineri was attacked by a patient shortly after noon. She was choked unconscious, punched and kicked all over her body before another patient came to her aid. She and four other attendants were administering to 40 disturbed male patients. Only one of the attendants was male.

"A couple of years ago one of our people was killed at this center," said Al Henneborn, president of the Central Islip local. "Short-staffing has made this place a jungle. Both staff and patients are in danger. The shortage of male attendants makes it impossible for our people to control physically abusive patients."

The safety of employees and patients at the center due to short-staffing has been raised repeatedly by CSEA at meetings with the center's administration during the past nine months.

Vallee tells how CSEA helps fight job stress

Rensselaer County Department of Social Services supervisor Grace Vallee aired CSEA views on job-related stress at the Sixth National Conference on Child Abuse and Protection held in Baltimore recently.

Vallee, chairwoman of the statewide Social Services Committee of CSEA and a member of the union's Board of Directors, participated with AFSCME members in a panel on "Stress and Burnout: Causes and Remedial Action." The group specifically examined the causes and relief of stress among public child protective social services workers.

The panel in which Vallee participated was one of several on the agenda of the national meeting held at the Baltimore Convention Center Sept. 25-28. Nearly 3,000 people associated with social services work in the public and private sectors attended the conference.

Margaret Heckler, secretary of the U.S. Department of Health and Human Services, was on hand to deliver the keynote address, "A Commitment to Children: Stengthening Families, Communities and Services."

During her panel discussion, Vallee cited ways CSEA has tried to help social services employees handle stress from their jobs. Among methods which she recommended for use by other agencies were:

- educational workshops such as those held on a regional basis by CSEA;
- collective bargaining in which labor and management people can work out problems that may be producing stress;
- Employee Assistance Programs (EAP) through which workers can get help with personal problems.

"Working with abused children is one of the most stressful jobs you can imagine," said Vallee. "We were able to discuss with participants the workings of our union and what services we provide particularly for Social Service employees."

Demonstrators gain audience with governor over concerns



ROME — When Gov. Mario Cuomo arrived here recently to attend a dinner reception in his honor, he was met by nearly 200 sign-carrying demonstrators from eight CSEA locals in the Rome-Utica area.

When the governor's motorcade arrived, the chief executive got out of his car and talked for more than 30 minutes with CSEA Region V President Jim Moore, who led the demonstration, and demonstrating employees from Rome Developmental Center, Marcy and Utica Psychiatric Centers, and other area state and county locals.

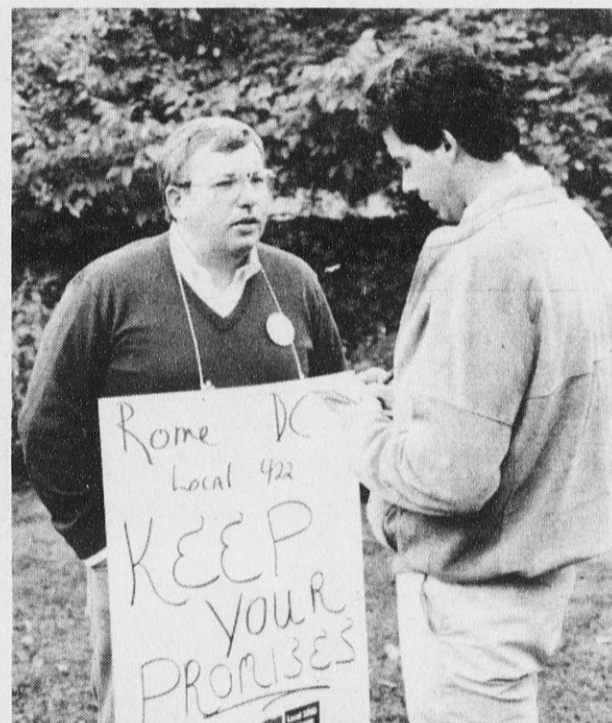
"We presented the Governor with a list of demands that are vitally important to state and county employees in this area," Moore explained. "We personally asked the Governor not to transfer any patients or employees out of Oneida County as a result of the conversion of Marcy Psychiatric Center into a prison. We also addressed the critical issue of understaffing at Rome Developmental Center. The fact that the governor took the time to listen to our demands was a plus," Moore continued, "but we'll take a posture of guarded optimism as to what positive action will be taken."

The next day, the governor assured Marcy, Utica and Rome representatives that clients and employees would remain in Oneida County.

"I wanted the Governor to hear it first hand from CSEA members who helped him win the election. I know we played an important role here (Rome-Utica area) in that victory and I want to be certain he knows it. Without the hard work and votes of CSEA members, we very likely would have someone else in the Governor's chair. We told him our problems and concerns and demanded he take some action," Moore said.

Moore also singled out the efforts of local presidents in preparing for the demonstration.

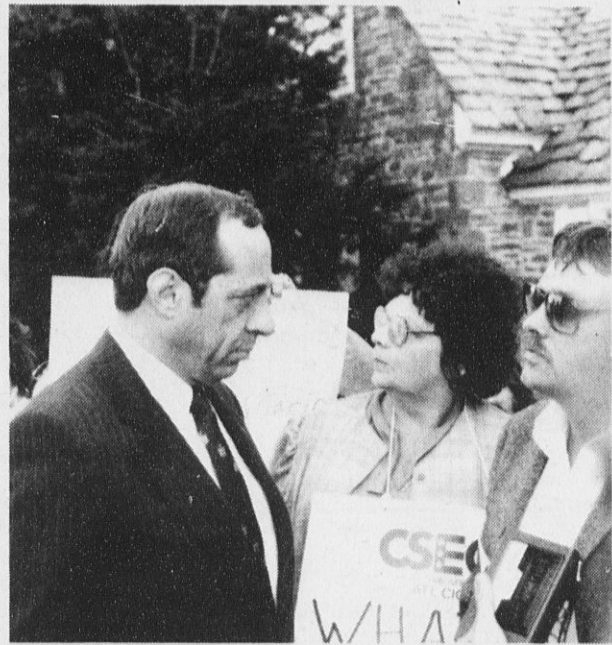
"I want to personally thank every CSEA member who marched in the demonstration, and a special acknowledgement goes to Jon Premo and Jim Martin at Rome D.C.; Bud Mulchy and his members from Marcy P.C.; Francis Kauth from Local 425; Chuck Whitney from Local 505; and Dorothy Penner and Ralph Young from Oneida County Local 833. It was a great turnout and hopefully it brought some results," Moore said.



CSEA REGION V President Jim Moore cites issues that prompted the demonstration during Governor Cuomo's visit to the Utica-Rome area.



LOCAL 422 VICE PRESIDENT JIM MARTIN, left, and CSEA Region V President Jim Moore, center, talk about understaffing problems at the Rome Developmental Center with a reporter during demonstration.



GOVERNOR CUOMO listens as Local 833 President Dorothy Penner, center, and Local 414 President Bud Mulchy, right, ask questions concerning the conversion of the Marcy facility and relocation of patients and jobs.

LET'S REBUILD NEW YORK



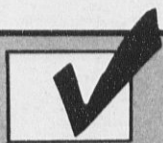
The \$1.25 billion Rebuild New York Bond Issue will produce more than desperately needed renovations for New York's deteriorating transportation facilities. It will also provide 36,000 new jobs per year for the next five years; 180,000 man-hours of badly needed employment for the "Family of New York."

Combined with federal funds — including \$1.9 billion of otherwise unavailable funds — and normal state appropriations for the next five years, the Rebuild New

York Bond Issue will generate an estimated \$20 billion of economic activity for the state's construction, commercial and tourism industries.

Equally important, it will restore safety and efficiency to state and local bridges, roads, waterways, rails and airports — the "infrastructure" that is the backbone of New York's economy.

On Nov. 8, go out and vote for safe transportation and jobs.



VOTE "YES" ON PROPOSITION ONE

Rebuild New York Labor Committee

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