

State worker retro pay in August check

The next paychecks CSEA-represented state employees receive will be the first to reflect salary increases negotiated under the new State/CSEA contracts.

Raises negotiated under the new three-year contracts will appear in paychecks dated Aug. 7 for employees on the Administrative payroll and Aug. 15 for employees on the Institutional payroll. The paychecks will include both the

raises and retroactive payments to June 6 for the Institutional payroll and June 13 for the Administrative payroll.

CSEA-represented state workers in the Administrative, Institutional and Operational Services Units are scheduled to receive salary increases of 5 percent this year, 5.5 percent in 1986, and 6 percent in 1987. The raises compound to 17.5 percent over the life of the contract.

The

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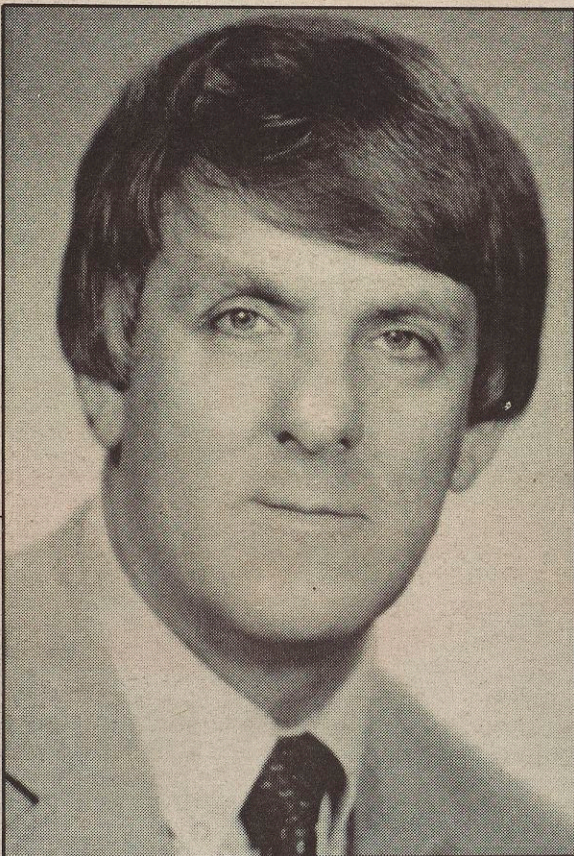
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DOL puts \$20,000 workers in Buffalo clerk jobs

Union charges DOL unfair with layoff recall practice

By Ron Wofford
CSEA Communications Associate



WESTERN REGION PRESIDENT Robert L. Lattimer... "It's atrocious the way the DOL is mishandling this whole situation."

BUFFALO—Higher-paid employees of the state Department of Labor are taking the jobs of some CSEA members in the Buffalo district, and CSEA officials are calling the situation unfair and smacking of politics.

Department of Labor CSEA Local 352 President Sharon Cordaro said she is "burned up" about it, while CSEA Western Region President Robert L. Lattimer says bluntly, "It's atrocious the way the DOL is mishandling this whole situation."

The problem had its impetus, according to Cordaro, with federal fund cuts that led to DOL layoffs across the state, including the Buffalo area, where unemployment remains several points higher than the rest of New York state.

Some employees were called back from the layoffs under the 4.8 Emergency Hires provision of the Civil Service Law. But Cordaro says the manner in which the recall was made is "unfair," and Lattimer said the inefficiency of the top-heavy staff makeup "smacks of politics."

Cordaro said, "I'm sure the rest of the taxpayers in New York state would be outraged to know that this department is paying someone over \$20,000 per year to perform the duties of a clerk, whose average yearly wage is about \$14,000."

Adds Lattimer, "For starters, they are not laying off any top management people, as they should, and they're decimating the department

in the process. But, worst of all, the very people whose job it is to assist the jobless are being put into the unemployment lines. And we have the Reagan Administration to thank for that."

Both Lattimer and Cordaro have called on Albany officials of the state Labor Department to correct the situation in the Buffalo district, where they say claims examiners are doing the work of senior employment security clerks.

Cordaro has asked the Albany director of the Unemployment Insurance Division to rectify the situations in the Lackawanna, Tonawanda and Lockport offices, and adds, "The Buffalo office also seems to fill every claims examiner item that they can, then use them in a clerical capacity, if they have to, in order to justify their presence. Meanwhile vacant clerical items remain vacant, or we lose them to other districts. This whole hiring practice seems very inequitable."

Cordaro questions "why the Department of Labor, with its current budget crunch and funding shortages, would hire grade 14s, that we do not need, to do the work of grade sevens, that we desperately do need? It seems ridiculous to be overstaffed with higher paying jobs, and understaffed with lower paying jobs."

With more layoffs looming for the beleaguered DOL, Regional President Lattimer, Local President Cordaro, Field Representative Vince Sicari and Collective Bargaining Specialist John Conoby have collectively vowed an all-out effort to avoid any more layoffs, while correcting the present staffing inequities.

CSEA distributes \$9,000 in awards

There is a great deal more to CSEA than may initially meet the eye. Behind its image as a powerful labor union lies a deep human element. Examples abound, but none better than the union's annual college scholarship awards program. Named in memory of one of the union's best known activists, the late Irving Flaumenbaum, the program provides scholarships to needy and deserving college-bound children of CSEA members. Eighteen scholars this year have been selected to share in \$9,000 in awards. See pages 13-15 for capsule profiles of the 1985 winners.



Irving Flaumenbaum Memorial SCHOLARSHIP AWARD

This Certifies that

CHRISTINE ANN D'ADDARIO

has been chosen by members of the
Statewide Civil Service Employees Association
Scholarship Committee to receive a
CSEA College Scholarship
for the 1985 - 1986 academic year.

[Signatures of committee members]

Growing plants for public places

Arita, colorful man with a green thumb

By Anita Manley
CSEA Communication Associate

NEW ROCHELLE — Did you ever wonder who grows all the flowers for the public parks? Or where the plants that are on display in public buildings come from?

In Westchester County, a 21-year CSEA employee named Minoru Arita is the man with the green thumb.

Arita, whose horticultural talents are a family tradition, grew up with a father, an uncle and cousins who earned their livelihoods growing and selling flowers on Long Island. After a stint in the army, Arita went to work for his father raising tropical plants.

Later, he applied for a position with Westchester County and first worked as a gardener on the grounds of Rye Playland, a county-owned amusement park located along Long Island Sound.

Four years later, Arita moved to the main greenhouse on Glen Island where he was employed as a nurseryman.

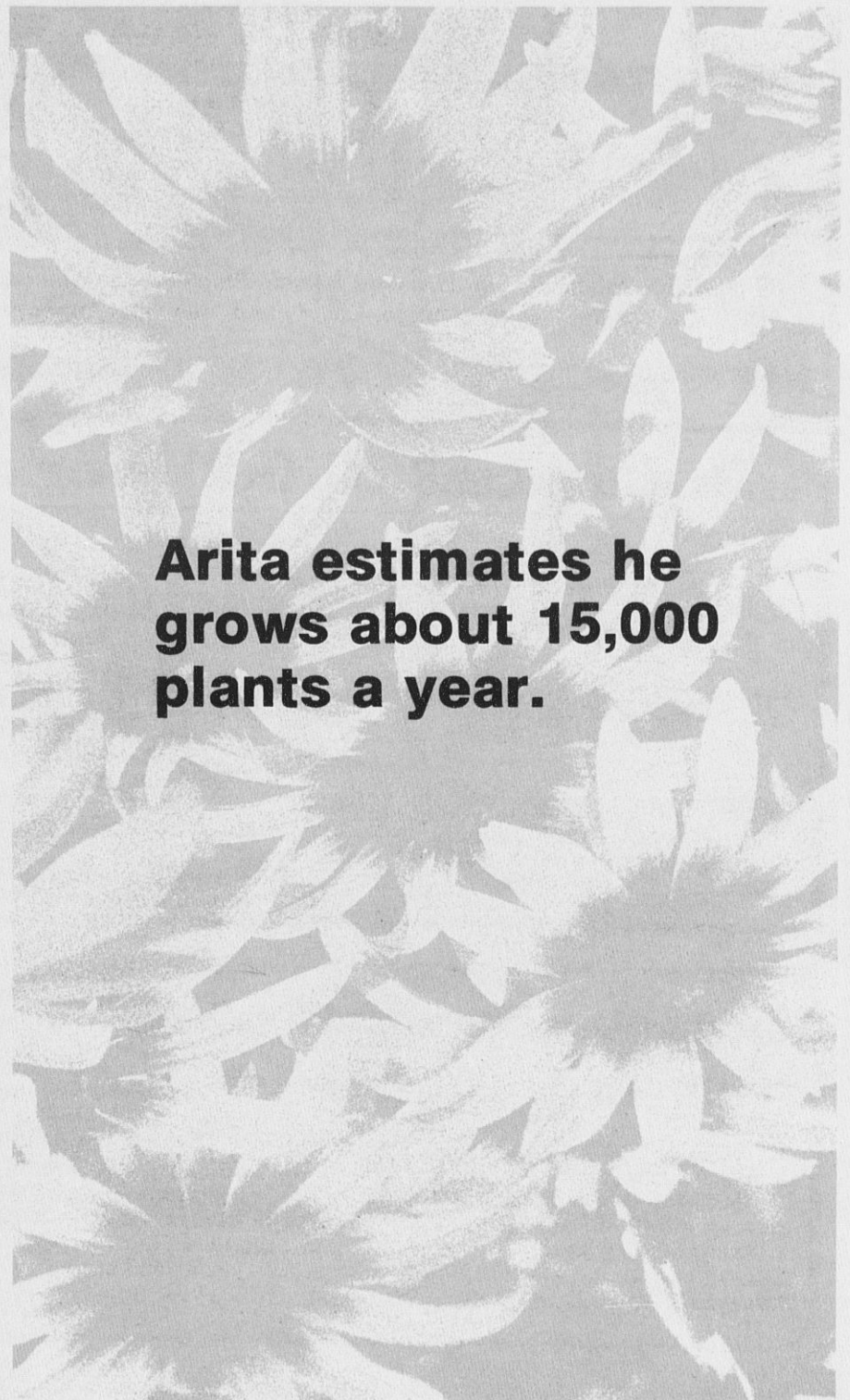
Arita says working in the greenhouse is a year-round job. Plants and flowers are grown not only for the parks, but for indoor displays. In fact, the county building in White Plains boasts one of the most beautiful poinsettia displays in the area during December. All together, Arita estimates he grows about 15,000 plants a year.

Arita commented that working for the county was the "best move I ever made." He added that union benefits such as vacation and retirement pension are a plus, and that he appreciates attending union meetings because he "remembers the days when it used to be rough to be active in a union."

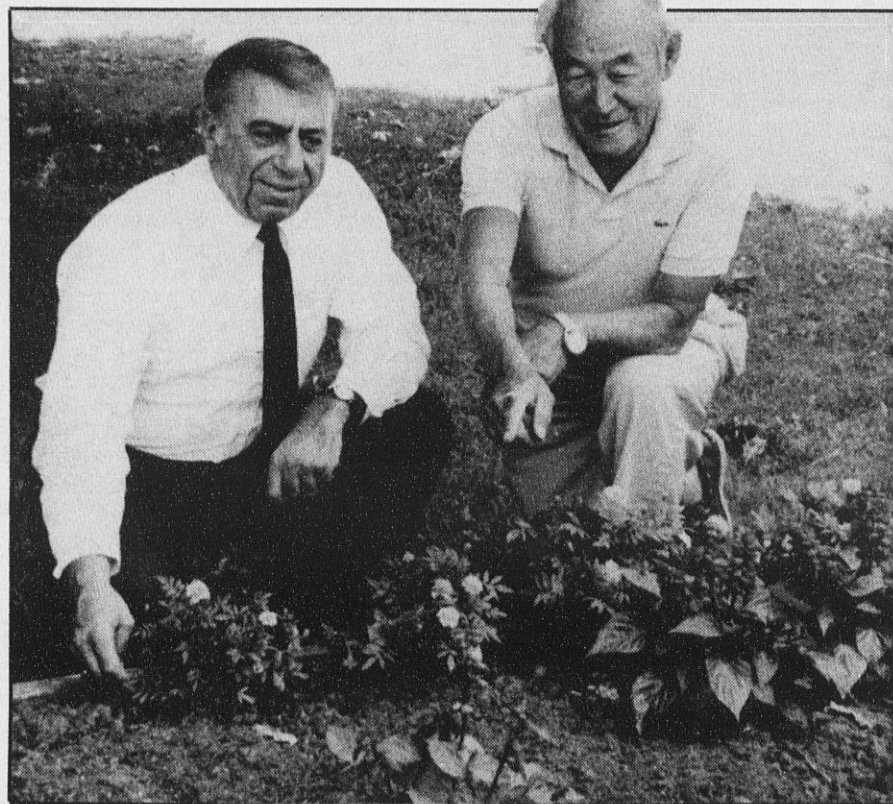
"Management gave you a hard time," he recalls. "But unions have come a long way and CSEA has gotten a lot for us."

Asked if any of his three children plan to follow in their father's footsteps, Arita says only one is interested in plants and flowers.

"The other two live in condominiums," he said. "They don't even want to mow grass."



Arita estimates he grows about 15,000 plants a year.



FLOWER MAN — Westchester County Nurseryman Minoru Arita shows Region III President Pat Mascioli some of the flowers that he raised in his greenhouse during the winter. The plants now grace the entrance to Glen Island, one of the most beautiful county parks on Long Island Sound.

'A rose by any other name'

Bedford School worker wins out-of-title grievance

BEDFORD — If a "rose is a rose is a rose," is a teacher's aide a teacher's aide—or is she a clerk-typist?

She is if she's performing the duties of a clerk-typist even if she doesn't have the title. That's according to Arbitrator David Stein who ruled that a CSEA member hired as a teacher's aide in the Bedford School District has been functioning as a clerk-typist and should be paid as such.

The union member, Dorothy Knox, was hired in 1982 as secretary to the math department and was told she would perform such duties as typing, xeroxing and taking inventory.

Knox filed an out-of-title grievance and although the district argued that it was not arbitrable, Stein agreed that "the majority of duties performed by the grievant since her employment fall within the County Personnel Department's job description for the typist position, as opposed to the teacher's aide position."

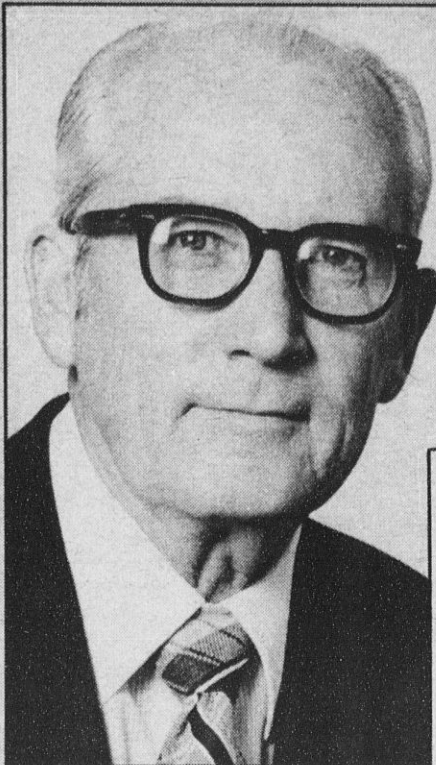
In addition, he emphasized, the teacher's aide job

description specifically states that "positions requiring excessive clerical work and/or qualified typing are not within this classification."

Stein went on to say that "Since the district conceded that typing, telephone answering, collating documents and document reproduction constituted the great majority of the grievant's functions, it appears that Mrs. Knox's duties required 'excessive clerical work and qualified typing,' contrary to the express requirements of the Personnel Department's Teacher's Aide job description."

CSEA Attorney Arthur Grae noted that the decision is likely to have effects on other teacher's aides in Bedford.

"This clearly sets a precedent for other employees in the bargaining unit who are being similarly utilized to perform what is tantamount to fulltime secretary duties for department chairpersons and other teachers," said Grae.



TOM COYLE, above. Retired after 25 years with CSEA.

JACK CAREY, right. New director of Committee on the Quality of Worklife.

BRUCE WYNGAARD, far right. New administrative director of collective bargaining.

Coyle retirement opens up career advancements for Carey, Wyngaard



ALBANY — The retirement of Tom Coyle, a 25-year veteran with CSEA, as staff director of the Committee on the Work Environment and Productivity (CWEP) has resulted in promotions and new responsibilities for two well-known CSEA staff members.

Jack Carey, the union's long-time administrative director of collective bargaining, has been appointed to a new position created by Coyle's retirement. Carey has been succeeded by Bruce Wyngaard, formerly associate research director for CSEA.

Carey has been named director of the joint State/CSEA Committee on the Quality of Worklife. He will serve as the sole director of the committee. Most such committees usually function with co-directors, one representing management and the other labor. Carey's appointment was made jointly by Thomas Hartnett, director of the governor's Office of Employee Relations, and CSEA President William L. McGowan.

Carey joined CSEA 22 years ago as a field representative, and served as assistant executive director and acting executive director of CSEA prior to being named administrative director of collective bargaining.

The new administrative director of collective bargaining, Bruce Wyngaard, has been with CSEA since 1978.

The staff changes went into effect July 15.

Salary schedule hike also in Smithtown pact

SMITHTOWN — A story in the July 12, 1985 issue of The Public Sector concerning the contract recently ratified by members of the Smithtown CSEA Unit of Suffolk County CSEA Local 852 was incomplete. While noting the agreement contains salary increases of 4 percent and 5 percent, plus increments, the story did not report that additional 2.5 percent and 2 percent increases will be added to the salary schedule on July 1, 1985 and 1986, respectively.

...

ADIRONDACK CORRECTIONAL CSEA LOCAL 170, one of the Capital Region's newest locals, recently held its first Information Day program at the facility. In photo at right, Local 170 President Lawrence Dailey, center, is flanked by CSEA Capital Region Director John D. Corcoran Jr., left, and Adirondack Prison Superintendent James Racette. Dailey labeled the program "a great success... everyone, even management, was impressed."



Some life insurance conversion may be possible

Certain CSEA members insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage, without medical information, to an individual form of insurance with the Travelers Insurance Company.

This in-service conversion privilege allows any actively employed member participating in the Group Life Program who is age 50 or older, to convert up to \$5,000 of this term insurance to an individual form of coverage other than term insurance. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Application must be made by Aug. 31, and the effective date of the converted insurance will be Nov. 1. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

Additional information on the conversion privilege may be obtained by returning the adjacent coupon.

CSEA Insurance Department 33 Elk Street Albany, N.Y. 12224

Please send me information concerning the conversion privilege for the CSEA Basic Group Life Insurance Program.

NAME: _____
 Last First Middle Initial Maiden

Home Address: _____
 Street City State Zip

Place of Employment: _____

Social Security Number: _____

Sex: _____ Date of Birth: _____

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Political action a factor in Deer Park

DEER PARK — Union political action at its finest was demonstrated recently when a pair of CSEA-endorsed candidates swept to victory in races for seats on the Deer Park School District Board of Education.

CSEA was very involved in assisting in the election of Camile Tillis and John J. Coughlin to the Board seats. Union officials said they felt previous Board members did not give union employees the respect and concern they deserved. Suffolk Educational CSEA Local 870 President Walter Weeks said he feels union members will get "a fair shake" from Coughlin and Tillis as Board members.

In photo at right, new Board members Coughlin and Tillis are flanked by Deer Park School District Unit President Tom Corridan, left, and CSEA Region I President Danny Donohue, right. Standing, left to right, are Local 870 President Weeks, Unit Second Vice President Edna Domeischel, Unit Political Action Chairman Mike Palmo, Unit First Vice President Ray Archer, Region I PAC Coordinator Gus Nielson, PAC Committee member Chris Muldoon, and Region I PAC Chairman Mike Curtin.



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. This summary is prepared for the information of union members.

By Irene Carr
 CSEA Statewide Secretary

MAY MEETING

The Statewide Board of Directors on May 16 approved a new private sector local for CSEA-represented employees of McAuto Systems Group, Inc., who process Medicaid claims for the state Department of Social Services.

The Board requested the Personnel Committee to review and establish all job descriptions in the Department of Organizing, and to review the reporting procedures of staff. The Board asked for a report and recommendations by Aug. 1.

JUNE MEETING

The Board of Directors at its meeting on June 20 approved a motion for a five-year lease of a

Pitney-Bowes copier and mailing system for use by New York City Local 010.

By a unanimous Board vote, the Treasurer is now authorized to make adjustments in dues collecting based on specifics consistent with the CSEA by-laws, only for the fiscal year in which the request is received.

The name of Florence Drew will be placed on the Memorial Plaque at CSEA headquarters.

The Directors Budget Committee is responsible for presenting to the Board any and all information regarding the fiscal condition of this union, and also their financial projections for the 1985-86 fiscal year. The Board wants this information so that it can effectively address the deficit situation as material presented for discussion at the Aug. 1 meeting of the Board of Directors.

A motion that a local for the Greene Correctional Facility be formed was approved.

Authorization for the disbandment of the local at the Long Island Correctional Facility was granted.

The Suffolk County BOCES II Unit is being allowed to transfer from Suffolk County Local 852

to Suffolk County Educational Local 870.

A motion to accept modifications to the CSEA Basic Group Insurance Plan, as listed by the Standing Insurance Committee report, was granted. The nine insurance classifications would be eliminated and replaced with four options to be selected at time of enrollment. Salary will not determine the amount of coverage, age will determine the rate and a triple indemnity feature for accidental death occurring while traveling on a common carrier will be added. Finally, the new member guaranteed issue program will be extended from 120 to 180 days. Beyond 180 days there would be a short medical required for all amounts and ages.

An Annual Womens Conference will be held every second or third week starting November 1985.

Patricia Metzger, Ruth Lewis, Ruby Hamilton, Delia Middleton and Steve Penzik were confirmed as members of the Region II Political Action committee.

Renovations are continuing in CSEA's new headquarters.

George Boncoraglio

Named Bronx labor leader of year



"LABOR LEADER OF THE YEAR" George Boncoraglio is flanked by CSEA Region III President Pat Mascioli, left, and CSEA Region V President Jim Moore, both of whom were on hand to congratulate the Region II president for being honored by the Bronx Democrats.

BRONX — CSEA Region II President George Boncoraglio has been selected "Labor Leader of the Year" by the Bronx Democrats, an honor that proves New Yorkers are taking notice of the young labor leader for his achievements after but one year as head of the union's Metropolitan Region.

In presenting the award, Bronx Democratic

District Leader Denis O'Grady praised Boncoraglio as one of the "most dedicated fighters for his people" that he has ever met. He went on to cite the CSEA leader as a force for strengthening CSEA throughout the New York City area, and said the union is making its presence known as never before.

Boncoraglio accepted the honor on behalf of his

membership, saying, "CSEA is no longer a sleeping giant in New York City." He added, "My own feeling is that I've only just begun a long, hard task. I can promise you that I won't let you down and will continue to do my very best in working toward greater dignity for CSEA members and all working people."

... one of 'most dedicated fighters for his people.'

Union not obligated to accept contract lacking pay grade hike

PORT CHESTER — When the Village of Port Chester refused to include pay grade increases for sanitation workers in a new contract, it was a violation of the Public Employees Fair Employ-

ment Act, Administrative Law Judge Susan A. Comenzo has ruled.

Comenzo also dismissed an improper practice charge brought against CSEA for its refusal to

sign the contract which did not include the upgrading.

According to Region III Field Representative Larry Sparber, the sanitation workers were referred to as 'laborers' during contract negotiations. At the time, during March 1984, Sparber said he told the village manager that the term 'laborers' encompassed the village's sanitation crew. Sparber said that since the motor equipment operators who drive sanitation trucks had been upgraded in the previous contract that it was important to upgrade sanitation workers during present contract talks.

A tentative agreement reached in May stated that laborers, grade 9, were to be upgraded to grade 10. However, when the first payroll following ratification was issued, none of the sanitation workers received their upgrading.

Although the village manager contended that no extensive discussion of the laborers' upgrading proposal occurred and that no mention was made of upgrading sanitation workers, Comenzo said she found that the proposal was in fact discussed at length. "The village, by presenting for execution a collective bargaining agreement which did not include such an upgrading, repudiated this agreement," Comenzo ruled. "CSEA had no obligation to execute a collective bargaining agreement which misrepresented the parties' agreement," the judge said.

Comenzo ordered village officials to "cease and desist from refusing to include in any collective bargaining agreement offered for execution a pay grade increase for sanitation workers from grade 9 to grade 10."

The village has decided to appeal the ruling, Sparber said, but he is "hopeful the PERB board will sustain the decision."



REGION III FIELD REP Larry Sparber, second from right, shows sanitation workers a copy of Administrative Law Judge Susan A. Comenzo's decision granting them the upgradings that were negotiated for them. From left are Shop Steward Ed Parham, Danny Giandurco and Vincent Corbo, both members of the negotiating team; Unit President Virginia Telesca, Sparber, and CSEA Region III President Pat Mascioli.

Cornell labor courses 'change lives'

FISHKILL — They all agree: Education is the most effective weapon today in guarding the advances made by labor unions. "They" are five CSEA members from Region III who recently received certificates for completion of a two-year program at the

Cornell School of Industrial and Labor Relations. They say the program helped them to become better unionists and, in some cases, changed their lives. Here are their stories.

Region III members who are interested in enrolling for the fall semester at Dutchess, Orange, Rockland or Westchester community colleges should contact program coordinator Marjorie Glusker at (914) 695-3455.



SANDY FRANO, a staff assistant to the Westchester County director of labor relations, says she felt the program would give her the knowledge she needs to help other county employees.

The best part of the program, she said, was the involvement of other public and private labor unions. "I learned more from their experiences. Some of them were union presidents and officers and had experience in organizing and negotiating."

Frano noted that the program gave her some basic knowledge about how to be more effective as a union member.

"I know the correct grievance procedure, for example," she said. "The courses have given me good background information. I can help the people who call me up with problems and questions."

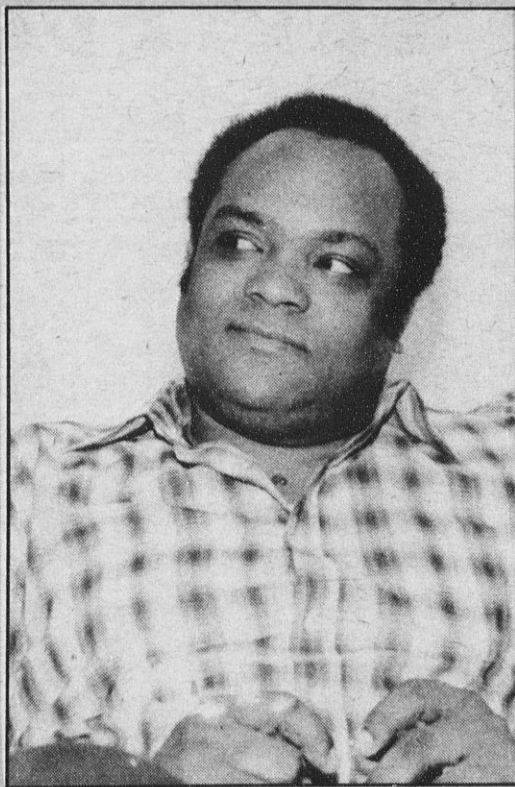
IRENE SACCEDE, a code enforcer for the town of Clarkstown in Rockland County said that after she became a shop steward, she realized that she needed to sharpen her skills to better represent members.

"I could speak for members, but I had to know more about this."

The program at Cornell met her needs, she says.

"It was very beneficial. Even if you don't use all the knowledge, you know your rights, you know what to do. It's a good learning experience," said Saccende.

An active member of the Region III Political Action Committee, Saccende is involved in the Rockland County Voluntary Mediation Program and is interested in someday going into the arbitration field.



JOHN FELLA, a Rockland County social worker and CSEA shop steward, said he signed up for the program "with no long-term commitment."

"But when I got into Labor Law, I found it very interesting and I wanted to get into it. As I became more involved and learned about labor/management relationships, I gained a better understanding of the union," says Fella.

While Fella has a masters degree in social work, he says the courses he completed may have changed the course of his life and could mean a whole new career for him in the future. An employee of Rockland County for 11 years, he now works as a fraud and fair hearing investigator for the Department of Social Services.

GARY JOSEPH, an employee of Rockland Psychiatric Center says he feels many union members are shortchanged because they don't know the law. Joseph is especially concerned with his non-English speaking co-workers who do not understand the function of the union.

Joseph says the courses in labor law, organizing and negotiations were most interesting to him. Most important, the program helped him better understand and appreciate labor unions.

"Labor organizers led the way for the rest of us," he said. "We take it all for granted, but there was a price paid."

MARY VERRILLI, who served on the Harrison School District negotiating team, says the program expanded her concept of labor relations.

"Unions are changing so rapidly," she remarks. "Education is the only way to go because you have to learn to communicate not just with management, but with your fellow members."

Looking towards the future, Verrilli says she would like to continue her labor education and return to school to earn an associates degree in labor relations.

Donohue speech peps up Cornell grads

FARMINGDALE — It was an inspiring message that Region I President Danny Donohue had for recent graduates of the Cornell School of Industrial and Labor Relations.

"Go and tell people what you've learned here. We are all brothers and sisters who will continue to work together so that labor becomes an even stronger and more unified force," Donohue told members of the program's twelfth graduating class.

The two-year program at Cornell includes in-depth studies in labor law, collective bargaining, arbitration, union administration and various other subjects.

On hand for the graduation ceremony were two Advanced Labor Studies graduates from CSEA: Ralph Spagnolo, president of the Department of

Public Works Unit of Nassau County Local 830; and Geraldine McNeece-Chrills, president of the local's Farmingdale Library Unit."

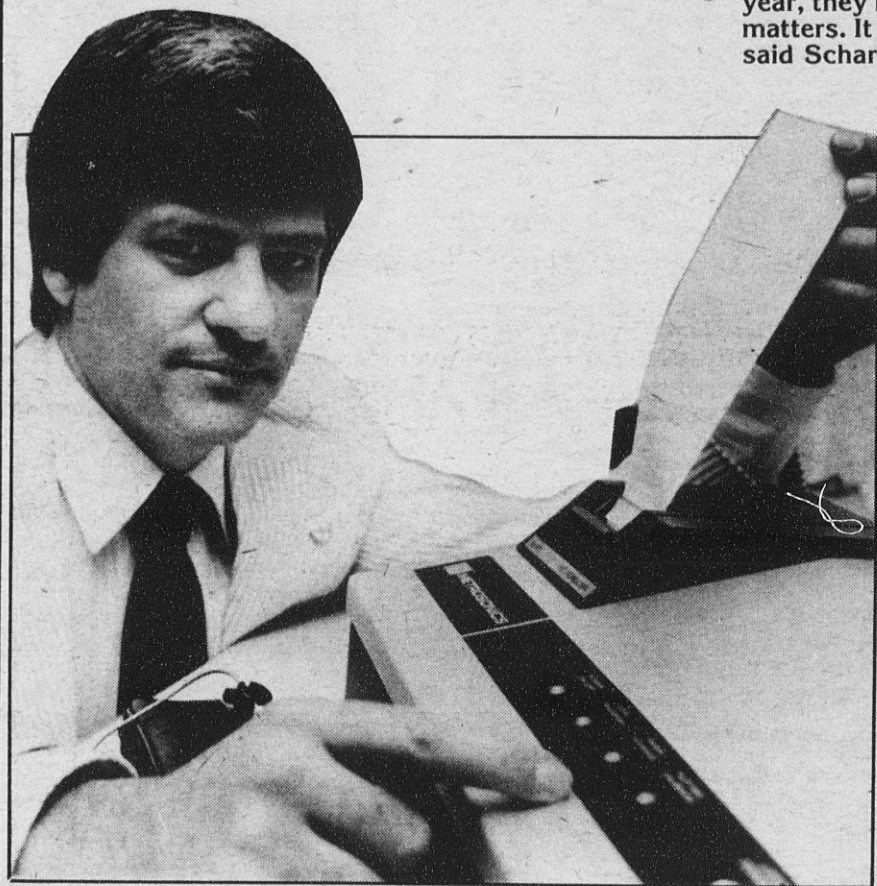
"The course was excellent," said Spagnolo. "In addition to the actual classes, you had a diverse mix of unions all sharing thoughts and ideas. I thought this was great because it gave us the chance to learn from each other."

CSEA Field Representative Irwin Scharfeld, who taught a class in union administration last Fall, noted that the program helps create better unionists.

"When members takes courses like these, as well as the programs CSEA offers throughout the year, they become very well- educated about union matters. It helps them to better help our members," said Scharfeld.



STUDENT SPEAKER, TEACHER — Pictured from left are: Ralph Spagnolo, Danny Donohue and Irwin Scharfeld.



At Upstate Medical

Members raise \$4K for pediatrics unit

SYRACUSE — Members of Upstate Medical Center Local 615 and others from Region V followed through last month on an old pledge when they donated more than \$4,000 for a new unit at the central New York facility.

At grand opening ceremonies for the center's new Pediatric Intensive Care Unit, local officers presented the administration a check for \$4,365.80 on behalf of CSEA members.

The new million-dollar unit was officially opened to serve a 15-county referral area with the most sophisticated and modern technology, equipment and services for improved health care for children.

Local President Kathy Collins explains that CSEA members from the local and region have been involved since 1982 in a supportive role in fund raising for the the new state-of-the-art PICU.

"While the unit was still in the planning stage, members of Local 615 were eager to take part in helping fund the project," she says.

Collins said that the local got a "wholehearted endorsement" from Region V President Jim Moore on an idea to raise money for the project by selling bumper stickers region-wide.

"In the months that followed, contributions arrived from scores of state, county and educational locals and units," Collins said. "It turned out to be a tremendous CSEA effort for a very worthwhile cause."

PASSING THE BUCK — CSEA support for the new Pediatric Intensive Care Unit at Upstate Medical Center was clear when Local 615 President Kathy Collins, right, presented Charles Calligaris, hospital administrator, with a check for \$4,365.80. Also on hand for the presentation during the unit's grand opening ceremonies were Rick Noreault, Local 615 executive vice president, and Janet Mitchell, secretary.



Coordination of efforts a top priority of union's newest safety specialist

By Stephen Madarasz

CSEA Communications Associate

NEW YORK — "You really need a team approach to staffing," says CSEA's newest occupational safety and health specialist. And if that's the case, Floyd Payne should fit right into the line-up because he already knows all the players, and doesn't need a scorecard.

Payne recently became the occupational safety and health specialist in Region II after 16 years as a union activist, most recently serving as regional first vice president and president of Manhattan Psychiatric Center CSEA Local 413.

In addition to working with the regional staff to identify and correct safety problems, Payne sees his new role as a coordinator for the efforts of CSEA local officers and members. "It's important for locals to have a place to bring information and get help. The OSH committees should function like grievance committees. That's only just starting to happen," said Payne. He said locals have to be much more active where hazardous conditions are concerned.

"Locals have to realize that it's up to them to identify an issue and suggest a solution. I want to make sure they know how to do that," Payne said.

To get results, Payne contends locals have to work with management to resolve differences. Both sides have to communicate. "Even when there are problems in the workplace, business has to go on. That can't happen un-

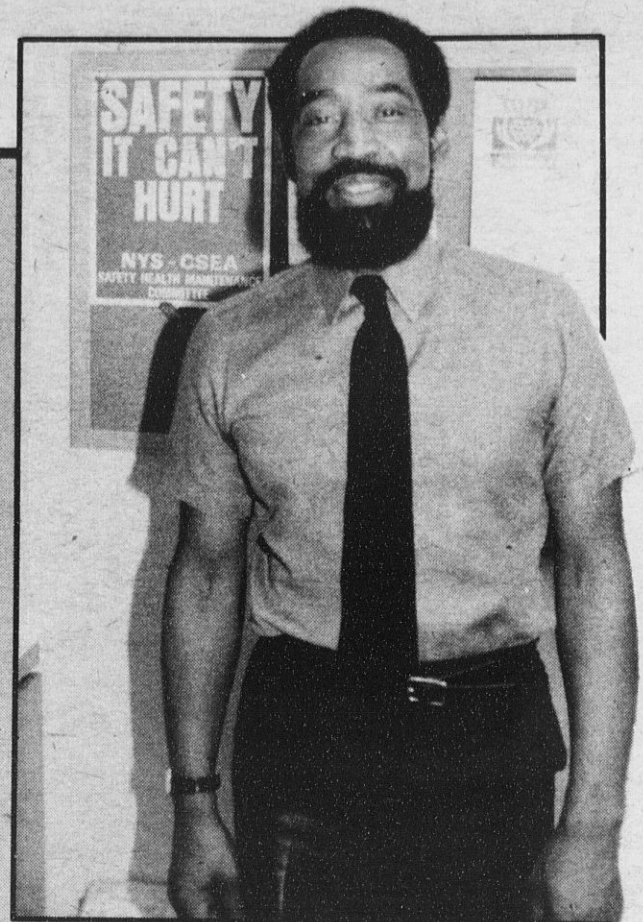
less we talk to each other to work things out." And by keeping the lines of communication open, Payne believes many situations can be addressed without having to go to a formal grievance.

As examples, Payne pointed to a number of successes he had as Local 413 president after he brought safety concerns to management's attention. "We pointed out fire hazards, asbestos in the walls and ceilings, and intolerable noise levels in the physical plants. It wasn't until then that action was taken."

He says he is particularly concerned that Mental Health locals become more involved in safety matters.

Payne said he was witness to a decline in conditions at Manhattan Psychiatric Center since he first began working there in the late fifties. "What I enjoyed most was helping people, but it becomes harder to keep up with the work when you don't have the tools to do the job," he said, insisting that MPC has gone from being an institution designed to care for the chronically ill into an acute care dumping ground that is not able to meet that purpose.

Said Payne, "Whatever patients the city hospitals can't handle or don't want to deal with are sent over to Manhattan Psychiatric, and that just increases the risk for the workers. The employee injury rates are just stag-



FLOYD PAYNE, the union's newest occupational safety and health specialist, said one of his priorities is to coordinate efforts of staff and locals in resolving safety problems quickly and effectively.

gering and there have to be steps taken to deal with it. Short staffing is a continual problem but in the short term we need to protect workers who have themselves on the line every day."

Payne said, "Individuals have to be aware that by law they have a right to expect a safe place to work," he concluded.



CSEA REGION IV President C. Allen Mead, third from left in above photo, presents prizes to winners in a CSEA-sponsored "History of Labor Unions" contest for Troy High School students. First place winner Randy Brenner receives a \$50 bond from Mead. From left are Elizabeth Nichols, president of CSEA City of Troy School unit; third place winner Amy Dworsky; Mead; Brenner; second place winner John Daniels; and Troy School Superintendent Mario Scalzi.

A PLAQUE is awarded by CSEA to the administration of the City of Troy School District for the district's cooperation in conducting the first "History of Labor Unions" program. In photo at right are Doyle Middle School Executive Principal James Gorman, Superintendent Mario Scalzi, CSEA Region IV President C. Allen Mead, and CSEA City of Troy School Unit President Elizabeth Nichols.

Union history taught in the Troy classroom



Kings Park PC MHTA cleared of neglect charge in patient murder

**By Sheryl Carlin
CSEA Communications
Associate**

KINGS PARK—Hard work and perseverance on the part of CSEA paid off recently when a 21-year veteran employee of Kings Park Psychiatric Center was exonerated of incompetence and misconduct charges.

The charges were brought against MHTA Monica Martin by Kings Park P. C. administration following an incident in which one patient killed another in one of the locked wards where Martin was on duty. The administration claimed that the murder resulted from "patient neglect" and that a physical altercation would not have occurred if Martin had been sitting in a "designated area"

'We knew she was totally innocent. She did her job and she did it well.'

Tony Bentivegna

where the patients could be "properly monitored."

But examination of the murder site by CSEA Attorney Lester Lipkind revealed that it could not have been viewed from that area. The arbitrator in the case noted

'I was used as a scapegoat and it really has upset my life.'

Monica Martin

that a diagram and photographs of the ward clearly indicated that even if someone were sitting at the exact location that the state specified, the view would not have included the sink or toilet areas in the bathroom where the murder took place.

The arbitrator also noted that her findings were consistent with the internal investigation conducted by Kings Park. Official reports on the incident state that it did not involve patient neglect nor was it caused by "actions of employees."

"We knew she was totally innocent. She did her job and she did it well," said Tony Bentivegna, Kings Park Psychiatric Center Local 411 president.

The arbitrator said her decision took into consideration Martin's performance evaluations for the period of October 1983 to October 1984, which included the time of the incident. Her overall performance rating was "effective" and there was no mention of the incident at all.

"I've been with Kings Park for 21 years and my whole family has worked there through the years," says Martin. "I got a merit award for a suggestion I made a few years ago, and that really made me feel good. But since the incident, I really feel that I've been treated like garbage. I was used as a scapegoat and it really has upset my life."

While Martin has been exonerated, the union is still trying to get all the information concerning the incident pulled from her file. Martin asked for a formal apology from the administration but was refused.

Says Field Representative Nick

Pollicino: "It's always a great thing when the union can make such a big difference in a member's life. Monica knew she was innocent and so did we. The union proved it, and now she's exonerated."



NICK POLLOCINO: "The union made a big difference."

MHTA Martin recalls that night

KINGS PARK—While Monica Martin has been cleared of charges of patient neglect involving a murder on her ward more than a year ago, the innocent is still vivid in her mind.

"It was the night of June 14, 1984, and I was on duty with two other MHTAs," she said, recounting the episode recently.

Everything was quiet that night, she remembered, until about 2:45 a.m. when a Spanish-speaking patient alerted them that there was a problem in the men's bathroom.

"We found L.S. (the murdered patient) in one of the stalls, unconscious, with a bloody face. He was a seizure patient and we thought he'd had a seizure, fallen and broken his nose."

There were no supervisors, nurses or doctors available on the ward so Martin said she called the acting supervisor. She and her co-workers also called the doctor twice, but he did not arrive until a half hour after the second phone call.

"While we waited for help, we cleaned L.S.'s face, put him on a stretcher and applied an am-

ber bag to give him oxygen. Finally, the doctor arrived and took the patient into the clinic. It was mass confusion."

A doctor who arrived shortly thereafter examined the patient and pronounced him dead.

Staff on the ward learned later from the Spanish-speaking patient that A.M. (another patient) was responsible for L.S.'s death. In interrogation, A.M. admitted to killing L.S., explaining that he thought the latter was plotting against him.

The next day Martin was assigned to work with A.M. on a one-to-one basis.

"That night, I was sitting and A.M. was in his bed. He was rolling his eyes and laughing. He threatened to rape, mutilate and kill me, yet he wasn't in a straight jacket the entire time. It was really bad, my nerves were shot," recalled Martin.

Shortly after that incident, the patient was transferred to Central Islip Psychiatric Center.

"He's still there as far as I know," says Martin.

CSEA: Violations cause of worker's death?

LONG BEACH—CSEA is currently awaiting reports on a investigation into the death of a 57-year-old employee killed on-the-job at the city water pollution control plant here.

A 27-year veteran employee and chief plant operator, John Pinckney died July 19 while attempting to turn off a pump in the basement of the plant's digester building. According to Unit President Eugene Cammarato, Pinckney had gone to the basement when he realized that

sludge had begun flowing out of the elbow of a pipe disconnected by employees trying to clear a clog.

"He turned off the pump and on his way back, he went down," said Cammarato. Co-workers—including William Notholt, Ronald Ebright, Pablo Forestier, and Edward Powell—as well as four fire fighters attempted to rescue Pinckney but were unsuccessful because they were overcome by gases leaking into the basement.

All co-workers required medical treatment and

one is still hospitalized.

Region I President Danny Donohue indicates that CSEA is looking into possible violations or lack of training in connection with the accident.

"We're waiting for the autopsy report," said Donohue. "We have a responsibility to our members, four of whom risked their lives trying to save a brother. We will definitely investigate this incident and take whatever safeguards are necessary to keep something like this from ever happening again."

Children ID project is big success in Region V

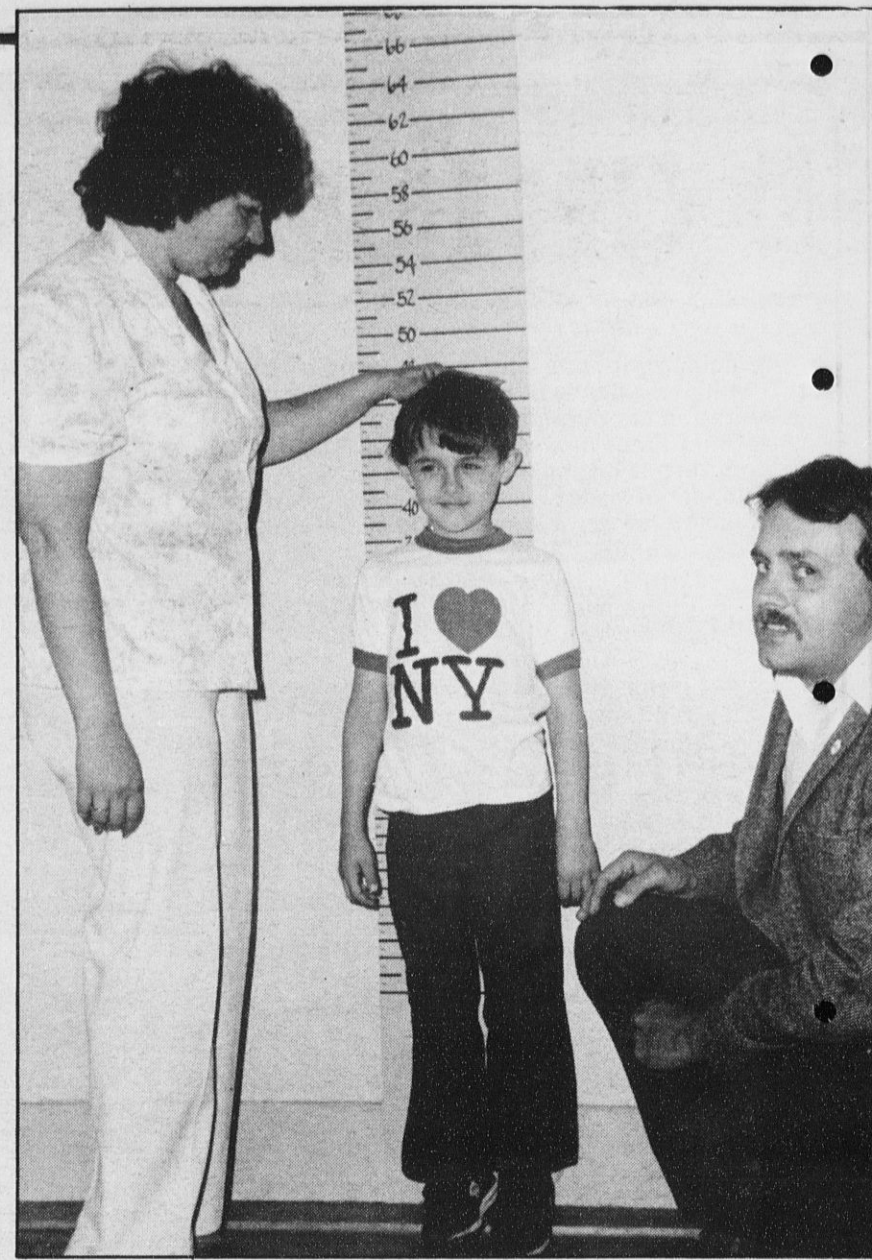
The concept of fingerprinting, photographing and otherwise identifying the children of public employees in CSEA's Central Region began early this year as a joint project of three different unions at the Broome Developmental Center in Binghamton.

Now, at the suggestion of a CSEA local president, the program has gone into effect at the Utica and Marcy Psychiatric Centers with the full cooperation of the same three labor unions, management, and the Employee Assistance Program committees on both the Utica and Marcy campuses.

And CSEA Region V President Jim Moore, who had his own son enrolled in the free child identification program, has pledged to support similar projects by any CSEA local in the sprawling Central Region which wishes to conduct child ID programs. Moore said CSEA is preparing fact sheets and other helpful material on setting up children identification programs and that interested local officials may obtain the material by contacting CSEA Region V headquarters at (315) 451-6330.

The programs at Broome Developmental Center and at the Utica and Marcy Psychiatric Centers are jointly conducted by CSEA, AFSCME Council 82 and the Public Employee Federation locals.

Regional President Moore recently singled out Mark and Suzanne Smacher for their efforts in conducting the identification program at Broome Developmental, and Marcy Psychiatric Center CSEA Local 414 President Bud Mulchy and his officers for their work with the program at the Utica and Marcy facilities. Moore told members of CSEA's statewide Board of Directors that due to the success of the programs, his region is endorsing and supporting efforts to expand the program to other CSEA locals.



MEASURING UP — Six-year-old Brian Mulchy, son of CSEA Local 414 President Edward "Bud" Mulchy, right, is measured by Delia, a MHTA at Utica Psychiatric Center. Brian's height and other data was logged on information cards for later reference, if needed.



CHILD FIND 1-800-I AM LOST

Beginning with this edition, "The Public Sector" will periodically publish photographs and information about missing children registered with Child Find, Inc. of New Paltz. Child Find is a non-profit organization which works with a national network of teachers, social service groups and law enforcement agencies to help locate missing children.

Child Find maintains a toll-free number, 1-800-I AM LOST, which persons with any in-

formation about missing youngsters can call in complete confidence. Child Find reports that it becomes involved with mostly parental abduction cases, and that probably about 95 percent of the children the organization is looking for were abducted by one of their parents.

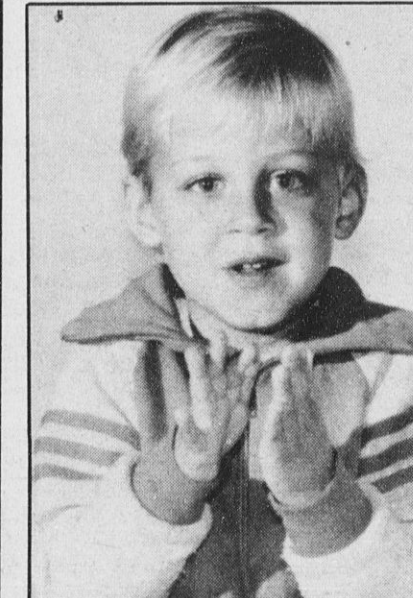
In future editions, "The Public Sector" will publish information from Child Find on how to prevent child abductions, what to do if your child is missing, and how to obtain other information and material from Child Find dealing

with the problem of missing children. We will also publish photos and information on missing children supplied by Child Find.

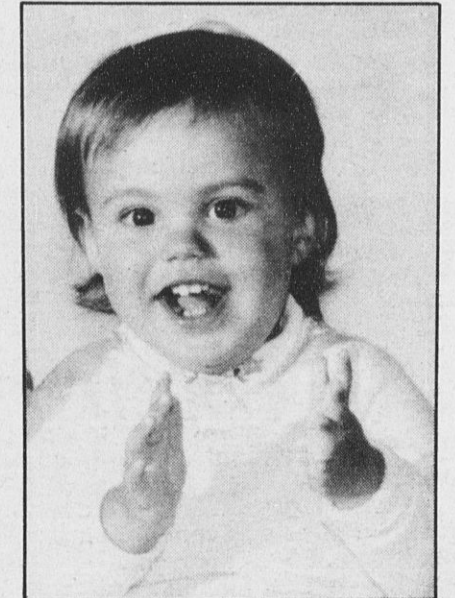
The two children whose photographs appear below were abducted on the same day, June 22, 1984, from Bayside, California. If you believe you have any information relative to either of these children, immediately call Child Find on the toll free number, 1-800-I AM LOST.

IN THE TIME IT TAKES YOU TO GET YOUR CHILD READY FOR SCHOOL ANOTHER CHILD WILL HAVE DISAPPEARED.

These two children are still missing!



Matthew Thomas Vignau
Birthdate: 12/5/79
Abducted: 6/22/84
CF #2049



Sarah Jane Vignau
Birthdate: 4/24/82
Abducted: 6/22/84
CF #2049

KIDS does the job at Utica, Marcy



A PALM PRINT of Michelle Wilson, 11, is taken by Karen LaLiberte, center, an IRS Clerk at Utica Psychiatric Center, and Cindy Hammond, right, Marcy Psychiatric Center EAP Committee chairwoman. Michelle's dad, Bob Wilson, a secure care treatment assistant, watches the procedure.

By Charles McGeary
CSEA Communications Associate

Good things have happened for hundreds of employees and their children at the Utica and Marcy Psychiatric Centers in central New York, thanks to one thoughtful suggestion from a CSEA local president.

And today the children of more than 500 employees at the two facilities are properly identified and the information filed away on computers in the event they should someday become among the hundreds of thousands of children that become missing each year in America.

Known as the KIDS (Keep ID Safe) project, the idea was initially suggested to the joint Employee Assistance Program committees at Utica and Marcy by Edward "Bud" Mulchy, president of CSEA Local 414 at Marcy. The free child identification program became successful through the cooperation of CSEA, AFSCME Council 82, the Public Employee Federation, EAP coordinators and committee members, management, and scores of volunteers.

John Waterman, an AFSCME Council 82 security officer at Marcy, is chairman of the KIDS project. "It was a total team effort and it showed what can be accomplished when labor and management work together toward a common goal," he said. At Utica and Marcy, the program was made available to children, grandchildren and extended family members of employees over a two-week period.

EAP Coordinators Barbara Reeves and Gary Holmes, and EAP Chairperson Cindy Hammond helped direct the steady flow of parents and chil-

dren. Each child was issued an ID card that included such vital statistics as height, weight, fingerprints and a photograph. Completed cards were then given to the parents, with an option for an additional copy to be kept in a confidential file in the safety department at either facility in case of an emergency. CSEA Regional President Jim Moore said the information was also keyed into a computer system to make it available, if needed, to police agencies and to Child Find, as well as various national groups involved in the search for missing children.

"It is extremely important to have immediate access to records for the proper authorities in an emergency," noted Waterman. "Speed is essential in the case of an abduction or missing child. Statistics show that the first 24 hours of an abduction are crucial."

Marcy EAP Committee Chairperson Cindy Hammond noted, "We offered the KIDS program to our employees to stress the Employee Assistance Program is not just for them, but for their family members, too. KIDS goes beyond what has been done in the local schools because we attach a photo of the child, offer the program to children up to the age of 18, and the option of keeping records in a central location, available 24 hours a day."

CSEA Regional President Moore said, "The success of the KIDS project was the result of many hours of planning and work by the committee and volunteers from all three unions. With the cooperation of management, children's ID programs such as KIDS, and the similar three-day



MATTHEW MOORE, son of CSEA Region V President Jim Moore, was among hundreds of children to be properly identified during KIDS project. From left are President Moore, Matthew Moore, KIDS Chairman John Waterman, and Marcy EAP Committee chairwoman Cindy Hammond.

project at Broome Developmental Center, are extremely worthwhile. They not only provide vital information in an emergency, but dramatically reinforce the true meaning of CSEA and unionism. By working together toward a goal, we benefit our members and their families."

Putnam Valley must pay for special skills

PUTNAM VALLEY — Thanks to the persistence of CSEA that led to a successful arbitration ruling, two employees of the Putnam Valley School District have been placed in a "special skills" category, with a resultant wage increase.

The arbitrator agreed with CSEA that Nancy Leisengang and Catherine Collins were entitled to the "special skills" designation in accordance with the union contract. CSEA Attorney Arthur Grae successfully argued that it was agreed during negotiations that "special skills" would apply to those working on special equipment which included computers and memory typewriters. School officials claimed the designation would apply only to typists who "worked the Burroughs machine" and that there had been no discussion relative to other equipment.

CSEA Region III Field Representative Richard Blair explained that the latest collective bargaining agreement included a clause which gave the Board of Education the right to designate the special category, with a wage differential of about \$300 a year, for employees who operate equipment that requires special training.

Shortly thereafter, two employees in the district business office who worked on Burroughs computers were granted the special skills designation. But when CSEA Unit President Klara Hamlyn requested the designation for Leisengang and Collins, both of whom operate Commodore 64 computers, the request was denied. The union filed a grievance which led



NANCY LEISENGANG, seated, is one of two Putnam Valley School District employees granted a special skill job designation through a successful grievance pursued by CSEA. Catherine Collins was the other employee. Leisengang is showing CSEA Field Representative Richard Blair and Unit President Klara Hamlyn the Commodore 64 equipment she and Collins use.

to the arbitration decision.

In his ruling, the arbitrator stated, "If the parties intended to grant special skills to operators of the Burroughs machine, they also intended to include the Commodore 64." He added, "There is no doubt that the Burroughs

machine is a computer. There is no doubt that the Commodore 64 is a computer. While there are differences in size and memory, and differences in type and capacity of discs between the Burroughs and the Commodore 64, knowledge is essentially similar..."

McCalvin praised for EAP efforts

MELVILLE — "I want people to understand that the Employee Assistance Program is not limited to helping just the members. We want to service their families, too. I've moved to a new

office and I want everyone to know where to find me."

That was EAP Coordinator Juanita McCalvin's rather modest explanation for an EAP open house

program held recently at the Long Island Developmental Center.

LIDC Local 430 President Joe LaValle put it differently. "The real reason we are here today, labor and management, is to thank Juanita for a job well done," LaValle said.

McCalvin, who is on fulltime leave from her position as a mental hygiene therapy aide, was only the second EAP coordinator on Long Island. "When I started, EAP was a very new program. But we gave it a lot of publicity and as soon as the members were educated about it, they started coming to see me," she said. That was four and one-half years ago, and since then McCalvin is credited with helping more than 1,400 fellow employees.

"Most of the people I've talked to have returned to the workplace as productive employees. This program helps people to deal with their problems. It saves jobs. And, sometimes, it saves lives," McCalvin said.

Regional EAP Representative Maureen Duggan noted, "I was a CSEA member when EAP came into existence. Danny Donohue (Region I president) gave me the responsibility for getting the program on its feet. Juanita was our second coordinator, and now we have 250. And we're still growing."

Local President LaValle said, "Juanita is such a special person. When I found out we needed a coordinator for the program, she was the first person I thought of. Now everyone understands why."

Regional President Donohue commented, "It's people that make the difference. And in this case, it's Juanita. I hope we will all return in five years for an even bigger celebration."

LIDC Director Fred A. McCormack summed up what the program means. "If we want our clients to be treated with dignity and respect, then we must treat our employees that way. We all need someone to talk to. We all need support and assistance sometimes."



EAP COORDINATOR JUANITA McCALVIN, seated left, drew lots of praise for her work during recent EAP open house program at Long Island Developmental Center. Seated next to McCalvin are EAP Committee members Paulette Barbera, Vivian Landstrom and Barbara Caruso. Standing, from left, are Eugene Hayes, CSEA Region I President Danny Donohue, EAP Committee Chairperson Theodore Ravenell, LIDC Director Fred A. McCormack, David Buttacavoli, and LIDC Local 430 President Joe LaValle.

Irving Flaumenbaum Scholarship Winners

Members' kids win \$9,000 in awards

CSEA scholarship awards named in honor of the late Irving Flaumenbaum, former president of the Long Island Region, have been presented to 18 college-bound children of CSEA members.

The scholarship winners, three from each of the union's six regions, received their awards at presentation ceremonies conducted in recent weeks. Winners were selected on the basis of such factors as financial need, academic performance, class rank, scores on standardized tests, and involvement in school and extracurricular activities.

The Irving Flaumenbaum Scholarships are one-time \$500 awards presented annually to members' children graduating from high school and going on to higher education. This year, nearly 700 applications were received for scholarship awards totaling \$9,000.

Winners are shown in pictures on this page and pages 13 and 14. (Identifications in captions read from left unless otherwise indicated.)



IRVING
FLAUMENBAUM

Region 1

HAUPPAUGE—Recipients of Irving Flaumenbaum Scholarships this year in Region I are: Kathleen G. Noonan from Kings Park; Christine D'Addario from Port Jefferson Station; and Patrice Murphy from Mastic.

Noonan plans to attend Barnard University in New York as a political science major. Her mother Helen is a stenographer at Kings Park Psychiatric Center.

D'Addario, whose mother Barbara is a clerk-typist for Comsewogue Schools, will attend Pace University in New York as a business marketing major.

Attending SUNY Albany as a business management major this Fall will be Murphy, whose mother Carmen is a secretary for Motor Vehicles in Hauppauge.

The awards were presented by Region I President Danny Donohue, and Dorothy Goetz, coordinator for the region's Special Memorial Scholarship Committee.



DOROTHY GOETZ; Lucy Jackson, president of the Comsewogue Schools Unit of Suffolk Educational Local 870; Walter Weeks, president of Local 870; Barbara E. D'Addario; her daughter Christine; Frank D'Addario, father; and Danny Donohue.



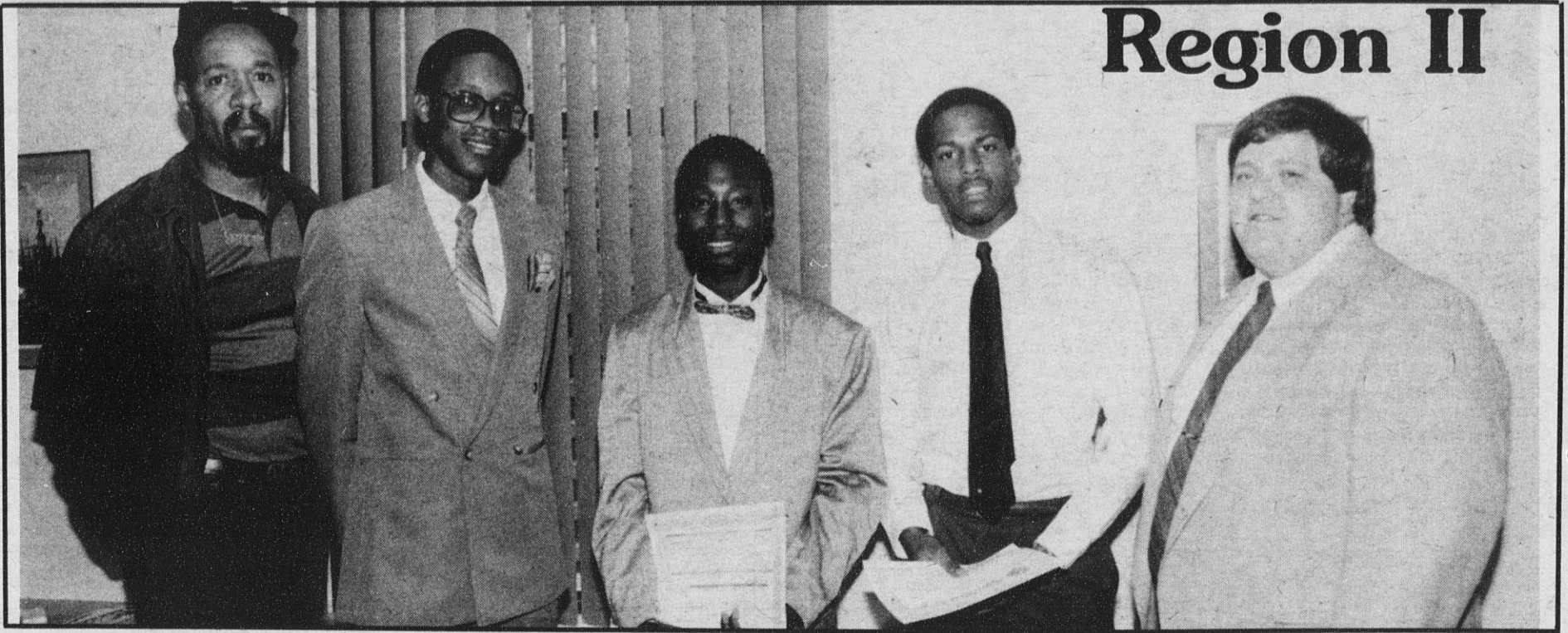
DANNY DONOHUE, right, presents award to Kathleen G. Noonan. Also, from left: Terrence and Kevin Noonan, brothers; Helen Ann Noonan, mother; and Dorothy Goetz.



CARMEN E. MURPHY and her daughter Patrice.

Irving Flaumenbaum Scholarship Winners

Region II



OFFERING CONGRATS — Region II President George Boncaraglio, right, and Regional Scholarship Committee Chairman Lamont "Dutch" Wade, left, congratulate recipients of the 1985 Flaumenbaum awards. Students, from left, are: Derrick Small, whose mother Marietta Johnson is a member of State Insurance Fund Local 351; Andre Walker, son of Brooklyn Developmental Center Local 447 member Marlene Walker; and Jacob Tabb, whose mother Maida Tabb is also a member of State Insurance Fund Local 351. All are Brooklyn residents.

Region III



CHRISTOPHER WAYNE DODD receives scholarship from Diane Lucchesi of CSEA statewide Scholarship Committee. Also, from left: Diane Campion; Middletown Psychiatric Center Local 415 President Alex Hogg; Anna Dodd, mother; and Pat Mascioli.

FISHKILL—Two students from Orange County and one from Rockland County are this year's recipients of the Flaumenbaum scholarships in Region III. Presentation of the \$500 awards was made at a recent luncheon hosted by Pat Mascioli, regional president.

The three winners are: Sherry Stempert of Port Jervis; Karen Bartolozzi of New City; and Christopher Wayne Dodd of Middletown.

Stempert is a 1985 graduate of Port Jervis High School and plans to attend Hartwick College where she will major in computer science. Her father Art is employed by the City of Port Jervis and is president of the city's CSEA unit.

A graduate of Clarkstown South High School, Bartolozzi plans to attend Georgetown University and study international business. Her mother Eileen works for the Rockland County Planning Board.

Dodd, whose mother Anna is employed by Middletown Psychiatric Center, graduated this year from Middletown High School and will study engineering at Orange County Community College this Fall. He plans to transfer to Rensselaer Polytechnic Institute for a B.S.



KAREN BARTOLOZZI receives award from Diane Lucchesi. Also, from left, Eileen Bartolozzi, mother; and Rockland County Unit President Florence Kimmel.



DIANE LUCCHESI presents scholarship award to Sherry Stempert. Also, from left: Region III Field Representative Flip Amodio; Orange County Local President Frank Delauri; Pat Mascioli; and Art Stempert.

Irving Flaumenbaum Scholarship Winners

Region IV

ALBANY—The three winners of Flaumenbaum scholarships in Region IV this year are: Lee Joseph Forshey of Ballston Spa; Maria Valenti of Troy; and Ellen Marie Hoffman of Petersburg.

Forshey graduated this year from Ballston Spa Senior High. His mother Donna is a dietary aid with Saratoga County Local 846.

Valenti's father, Ralph, is a clerk and member of Tax and Finance Department Local 690. She graduated from Troy High.

Hoffman, whose mother Catherine is a clerk-typist for the Berlin School District, is a graduate of Berlin Central High School.



REGION IV PRESIDENT C. Allen Mead presents Flaumenbaum scholarships to Maria Valenti and Ellen Marie Hoffman.



CAL WILLIAMS, president of Syracuse Housing Authority Unit of Onondaga County Local 834; Marisa Kozlowski; Dale Dusharm, president of SUNY Oswego Local 611; Michael Abbott; Ann Thomas; Harriette Sochan, representing Madison County Local 827; Jim Moore; and Sandi Delia, CSEA Scholarship Committee member.

Region V

LIVERPOOL—The three Flaumenbaum scholarship winners in Region V received their awards from Jim Moore, regional president, at an informal ceremony at Central Region offices.

Winners are: Michael Abbott of Fulton; Ann Elizabeth Thomas of Oneida; and Marisa Kozlowski of Liverpool.

Abbott, son of Mr. and Mrs. Roy Abbott, attended G. Ray Bodley High School and has some college credits from SUNY Oswego. He plans to continue his education at SUNY Stony Brook and major in nuclear physics. His father is employed at SUNY Oswego and is a member of Local 611 at the university.

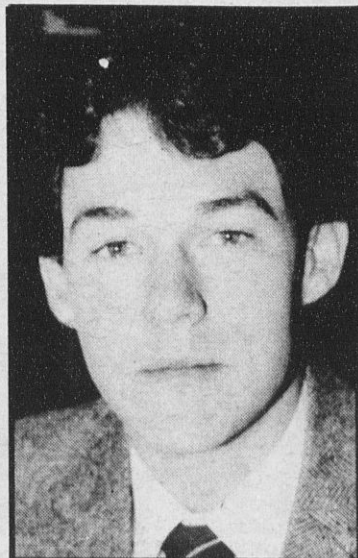
Thomas is the daughter of Paul and the late Clara Thomas. She graduated recently as salutatorian of Oneida Senior High School. She is interested in engineering science and has enrolled for the Fall term at Mohawk Valley Community College. Her mother was a member of Madison County Local 827.

Kozlowski, daughter of Helga Kozlowski, is a graduate of Liverpool Senior High School. Marisa has been accepted at Cornell University and will continue her further education toward a career in chemistry and genetics. Her mother is employed by the Syracuse Housing Authority and is a member of Onondaga County Local 834.

Region VI



Brenda Bliven



Richard Joseph Miller II



Alison Majewski

BUFFALO—Sharing in the \$9,000 awarded this year through the Flaumenbaum Scholarship Program are three college-bound students from Region VI. They are: Alison Majewski of Eden; Richard Joseph Miller II of Lackawanna; and Brenda Bliven of Belmont.

Majewski is a graduate of Eden Senior High School and will attend Clarkson College this Fall. She is the daughter of Eden Central Schools nurse Juanita Majewski, a member of Erie Educational Local 868.

Miller, the son of Mr. and Mrs. Frank Churney, is a graduate of Lackawanna Senior High and will attend Rochester Institute of Technology. His father is a member of state Department of Transportation Local 514.

Bliven graduated from Belmont Central High School and will attend Houghton College, majoring in English and music. She is the daughter of Charles Bliven, a bus driver for Alfred State College and member of the college's Local 620.

Arthur Howell of Corning was a member of the statewide scholarship committee that made the selections and joined Region VI President Robert L. Lattimer in presenting the awards.



Canal continues to nourish communities along its banks

Revitalized barge canal marks 160th anniversary

As CSEA President William L. McGowan noted recently, "New York didn't seem to have much interest in the Canal."

That all started changing about three years ago, when CSEA was about the only one that was interested in the Canal. That's when the union launched its "Save Our Canal" project, which is largely responsible for the revitalization of the historic Erie Canal, which this year marks its 160th anniversary.

When CSEA launched its project, the waterway now known as the New York State Barge Canal was in rough shape. The state was threatening to further reduce funding to operate the system, and to change canal employees from fulltime to parttime status.

The union's "save our canal" plea struck a positive chord with elected officials and civic-minded businessmen and residents all along the

Canal, which slices through the heartland of New York state. The state Commerce Department estimates the Canal generated about \$27 million in tourist trade last year, and the economies of most smaller communities along the canal route are heavily dependent upon it.

State legislators, particularly those whose districts border the canal, responded positively to the mushrooming effort to save the waterway. And in the end, state Senators James Donovan, Martin Auer, H. Douglas Barclay, Joseph Bruno, John Daly, Hugh Farley and L. Paul Kehoe spearheaded legislation which provided more than \$600,000 to add staffing and improve canal maintenance. CSEA's campaign was a success. And so, too, is the canal. Still an important trade route, it is being promoted more and more for its recreational potential. More than 100,000

pleasure boats passed through the canal last year alone.

And while the state once didn't appear to have much interest in the future of the canal, this year the state has sponsored official ceremonies marking the 160th anniversary of the canal. And state officials helped host a special preview of a documentary film, "Carry on, Oh Erie," which premiered on public TV stations across the state in June.

The fight CSEA began virtually alone and which was joined by many dedicated individuals to preserve the benefits and the history of the Barge Canal is one the union points to with pride. It is among the highpoints in the history of the union, which this year is celebrating an important anniversary of its own—the 75th anniversary of the founding of CSEA.



PREMIER PEOPLE AT A PREMIER EVENT — Among those attending premier showing of documentary film about the old Erie Canal in Albany recently were, from left, CSEA Local 502 Vice President Harold Reinhardt, CSEA statewide Secretary Irene Carr, State Sen. James Donovan, CSEA statewide President William L. McGowan, and Local 502 President Frank Zammiello.

Waterway activists recreate canal's beginning July 4th

ROME — On July 4, 1817, then-New York Governor DeWitt Clinton journeyed to this mid-state community to break ground for his dream project, the much-ridiculed Erie Canal.

On July 4, 1985, more than 400 history buffs, area residents and activists who worked to help restore the canal as part of CSEA's "Save Our Canal" campaign journeyed to the same spot to re-enact the ground breaking ceremony.

Rome Mayor Carl Eilenberg, one of the first individuals to sign CSEA "Save Our Canal" petitions some three years ago, dressed in period costume to recreate the ground breaking at Rome's Erie Canal Village. It was near where Gov. Clinton turned the first spade of earth to begin the seven-year construction project.

And among the invited participants were two CSEA representatives who have played key roles, among other union activists, in the Canal campaign over the past three years. Barge Canal CSEA Local 502 President Frank Zammiello Jr. and Local 502 Vice President Harold Reinhardt took part in the ceremony. Mayor Eilenberg paid special tribute to Zammiello and Reinhardt for their contributions.



ROME MAYOR CARL EILENBERG, in period costume, is flanked by Barge Canal CSEA Local 502 President Frank Zammiello Jr., left, and Local 502 Vice President Harold Reinhardt, right, at July 4th ceremonies. Eilenberg holds a DOT cap making him an honorary member of the "canal team."



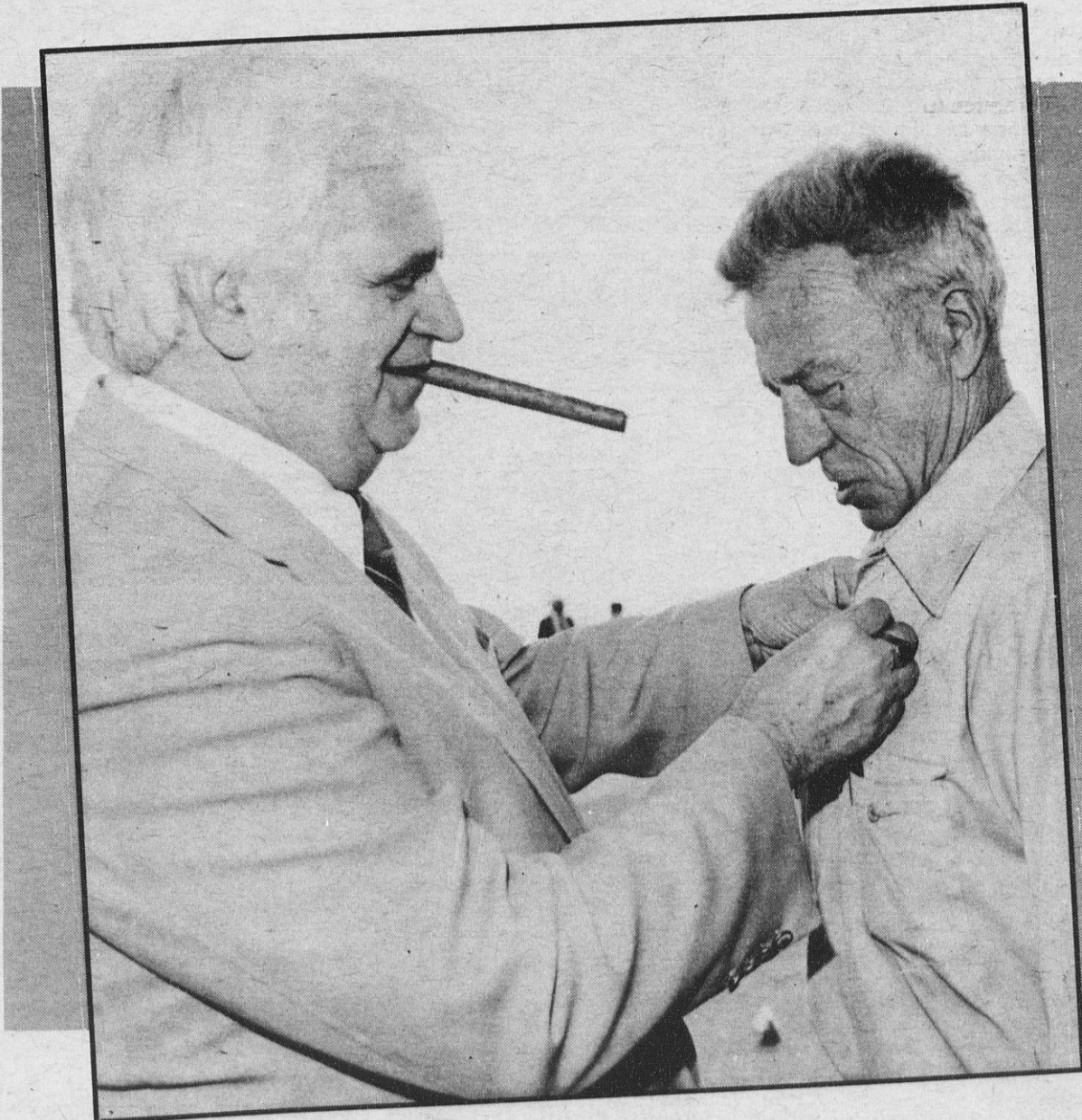
JOAN TOBIN, a major force behind the union's campaign to restore the State Barge Canal, is congratulated by Gov. Mario Cuomo recently. Tobin is the state Department of Transportation representative to CSEA's statewide Board of Directors.

Zammiello nominated

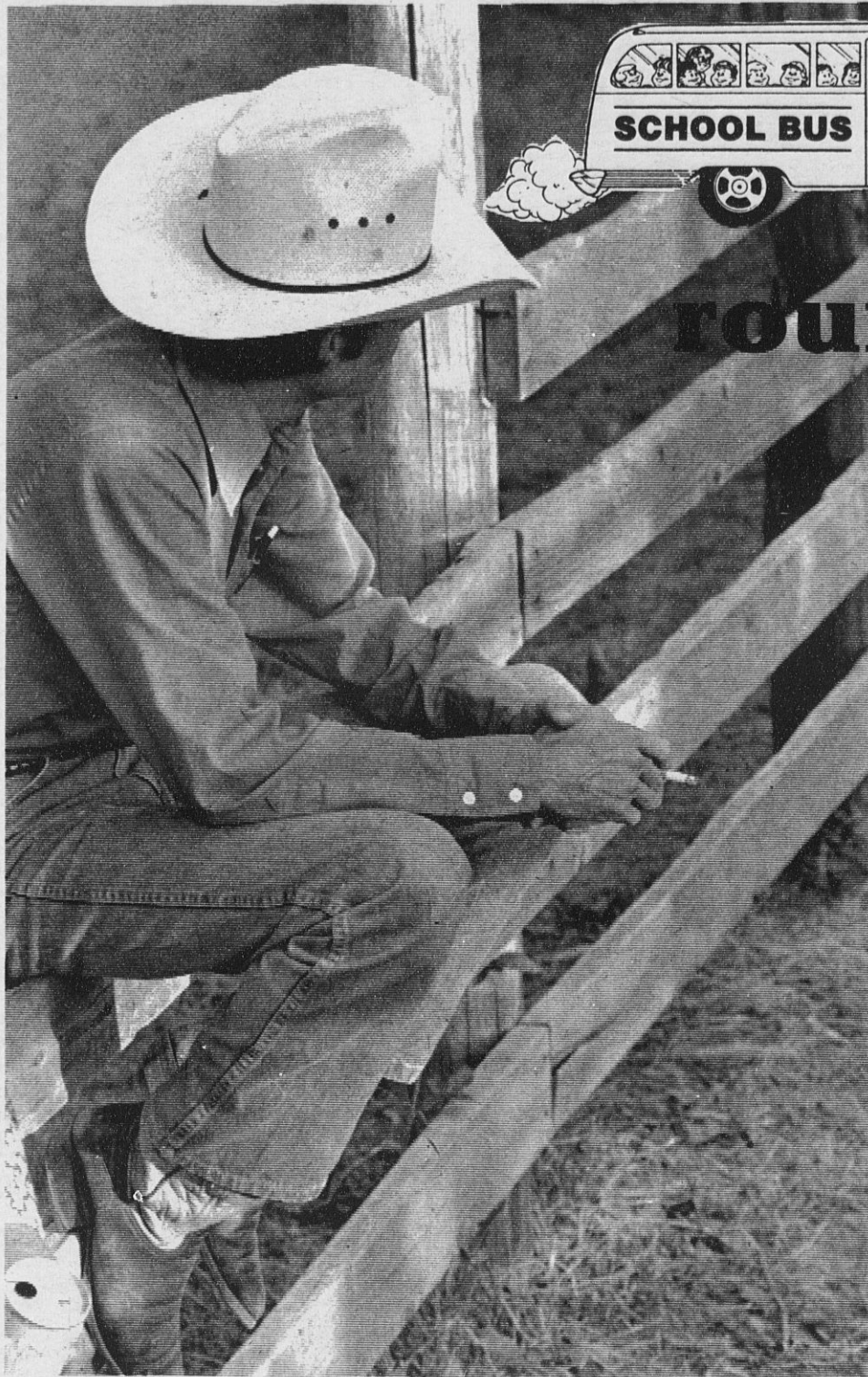
Barge Canal CSEA Local 502 President Frank Zammiello Jr., one of the prime movers behind the highly successful "Save Our Canal" project, has been nominated for the 1985 Governor's Productivity Award.

In his letter of notification from the governor's special assistant for management and productivity, Zammiello was told, "this award seeks to recognize those employees who in an exceptional way, have contributed positive results to the productivity effort. The fact that you have been nominated demonstrates to us that these goals are on everyone's mind and that your counterparts in the work force feel you deserve recognition for your efforts."

An independent review panel consisting of five individuals from the private sector will make the final determinations for the award later this year.



A 30-YEAR SERVICE PIN is presented to Henry Paul, right, of Barge Canal Local 502 by CSEA President William L. McGowan.



ROADEO.

rounds up a crowd



ROAD CREW — Huddling for pictures in front of the school buses at Riverhead Central are, from left: Marge Komosinski, shop steward; Walter Weeks, Suffolk Education Local 870 president; and Bill Hunter, Riverhead School District unit president.



WINNERS—Drivers in the Riverhead Central "School Bus ROADEO" proudly display their certificates and trophies following the event. Forty-three out of the district's 56 drivers took part in this year's competition which was designed to promote safe driving.

RIVERHEAD — It was billed as a rodeo, but there wasn't a cowboy or bronco in sight. Instead, the featured attractions were school buses and the CSEA members who drive them at Riverhead Central School District.

For the annual "School Bus ROADEO," the huge parking lot in Riverhead was transformed into courses for the various events, all of which are designed to promote safe driving. Yellow cones, manned by retirees of Suffolk Education Local 870, marked the various events, including parallel parking, student loading, railroad crossing, and the serpentine.

Participation by the school bus drivers is strictly voluntary, but 43 out of the district's 56 drivers took part. As Shop Steward Marge Komosinski commented, "It's great how everyone gets involved. This is my third roadeo, and I think they're wonderful."

The big winners of the day were: for large buses, Pat Larsen, Rolland Corwin and Wendy Drumm; and for vans, Linda Gatz, Diane Webster, and Betty Okula. Pat Larsen also received the special "Precious Cargo Trophy."

Cruz and Berkley:

familiar names attached to new titles in Region II



ONLY THE TITLES HAVE BEEN CHANGED — Longtime CSEA activists Denise Berkley and Mickey Cruz get sworn in as new Region II officers.

By Stephen Madarasz
CSEA Communications Associate

NEW YORK CITY — The faces were familiar, but the titles were different as Region II recently installed two longtime CSEA activists as new regional officers. Sworn in respectively as second and third vice presidents were Miguel Cruz (Creedmoor Psychiatric Center Local 406 president) and Denise Berkley (president of Brooklyn Developmental Center Local 447).

The changes follow the resignations for professional reasons of Helen Boyd and Floyd Payne, and the elevation of Department of Labor Local 350 President Denis Tobin from third to first vice president.

Together, Cruz and Berkley bring more than 30 years of experience in CSEA to their new posts. Each is a mental health therapy aide who already

“I believe in being straightforward and I think people eventually respect that.”
Mickey Cruz

represents a large local: Creedmoor's ranks number nearly 2,500, while Brooklyn D. C. counts more than 1,000 members.

Cruz, who is known to all as “Mickey,” has worked his way up through the CSEA ranks during the past 17 years, having served as a shop steward, board member and local vice president before being elected local president in 1983. He also served on the statewide negotiating team this past year.

Being a union activist has been a more difficult job than he ever expected.

“I went in knowing my members needs but I was surprised to find such a one-sided approach from management. They seemed primarily concerned with saving money, without looking at how to do it, and still thought they could achieve certain goals in providing services,” says Cruz.

But he adds that he has learned from negotiations, too. “I wanted to find out more about management's attitudes and also about how CSEA works because that knowledge would help me improve my service to my members.”

Cruz says he recognizes the importance of working for unity in his local as well as the region. When he became president at Creedmoor, the administration was under fire for a series of management failings, there were criminal investigations into the death of a patient, and the local was seriously divided.

“I faced some real problems. We had to fight for everything — even things that were in our contract. There were also so many changes that sometimes we didn't even know who management was.”

While not everything is rosy now, Cruz says there has been a noticeable improvement at the facility. “I believe in being straightforward and I think people eventually respect that. Especially in the local, we're proving that if people believe in the union, it can work for everyone.”

Determination is also a strong part of Cruz' character. That's apparent in his long career as a professional musician and his expertise in karate which has earned him a black belt.

“I've always played drums. Even going back to grade school, I used to play as part of show and tell. As I got older, I discovered it was a way to make a living and stay off the streets. I also had a friend who was into karate and wanted to learn the drums, so we traded off. I taught him music and he taught me karate.”

Hard work led to success in both. Although he reached karate's highest level, Cruz doesn't consider himself a real master. “I'm proud of the accomplishment, but I think to be an expert you have to practice all the time and enter international competitions. Between my family and union responsibilities, I just don't have the time to do that anymore.”

Those same obligations have also changed his musical direction. While he once played weddings and club dates three or four nights a week, the late evening have become too much.

“I played for fun and to make money to put my wife through school, now I'm trying to pass my musical knowledge on to my son. He's only four, but he can already play. When I first started playing professionally, I met a promoter who said he couldn't promise stardom, but he could promise steady work. Now I recognize that not everyone is cut out for stardom.”

But Cruz shines in his work for CSEA, just like Brooklyn D. C.'s Denise Berkley. Now in her second term as local president, she became active in the union 13 years ago because she saw a lack of leadership.

“I started out apathetic but I was working with people who really needed representation—they needed a mouthpiece for their concerns and the union wasn't meeting that need. So I decided to try to do what I could in the organization,” she says.

Berkley says she is most proud of her efforts to improve communication in the local and push education programs. She contends that both are vital for a strong union.

“People have to know about issues that affect them and understand that they can do something about them.”

With that in mind, Berkley has been instrumental in establishing a regional task force on African issues. “That's all about educating our members. If we believe in unionism, then we have to realize there's a whole struggle going on over that issue in South Africa and our brothers and sisters need our support.

“If we're concerned about creating better living and working conditions for our members here,” she went on, “we have to remember there are millions of people starving to death over there. It's all related and there's a lot we can do to improve things.”

It's that kind of compassion that Berkley carries over into her everyday life. In addition to the pleasure that she receives from working with clients at the development center, she also tries hard to help young people in her own community. Working on her own, she generously spends time talking to teenagers to help them set a direction for their lives.

“I started out apathetic but I was working with people who really needed representation.”

Denise Berkley

“I have them think about going to school and having some kind of direction. I'm especially concerned with helping pregnant teenagers who may not know where else to turn.”

Whenever she finds herself with some free time, Berkley says she likes to spend it reading. While she likes novels, her main subjects of interest are histories, political science and law books. Her explanation is: “You never know when or where the information will come in handy.”



Erie County Medical Center

A troubled past with an uncertain future

By Ron Wofford
CSEA Communications Associate

BUFFALO — With an Erie County legislative hearing as the backdrop, CSEA has made public its stance regarding the future of the troubled Erie County Medical Center, and the jobs of about 1,000 members of Erie County CSEA Local 815.

Although it provides a multiple number of vital services unavailable elsewhere locally, the Medical Center has been blamed for the county's plunge into a fiscal crisis last year. The modern, well-equipped hospital has been the subject of hot dispute in the local political arena for some time now.

ECMC, union representatives told the legislative hearing, should be maintained as a public hospital, with the ultimate accountability resting with the County Legislature, and not a public benefit or not-for-profit corporation. But, said Barbara Piwko and Kathy Albowicz, if a choice must be made between the two, CSEA would prefer, and the public would be better served by, a public benefit corporation.

Piwko is executive vice president of the CSEA hospital unit, supervisor of outpatient billing, and a 15-year employee. Albowicz is a CSEA budget examiner.

Piwko testified that while deficits attributed to the center should be improved through better management and billing procedures, the vital role the center plays in insuring the health of county residents should not be overlooked.

"The center provides emergency psychiatric services; alcohol and substance abuse detoxification services; the only spinal cord injury unit in the area; and medical services for area correctional and mental health facilities," Piwko emphasized. "The medical center has the busiest emergency room and largest outpatient unit in Western New York. It is a major teaching facility for SUNY Buffalo Medical School, and provides clinical teaching for pharmacists, psychologists, physiotherapists, occupational therapists, five nursing schools, and others. All of these functions, Piwko continued, "enhance the health of the residents and the economic health of the area."

CSEA Budget Examiner Albowicz said it makes better sense for the county to appoint a board of managers and top hospital staff who would be directly responsible to county government rather than to a corporation.

Earlier, CSEA Western Region President Robert L. Lattimer had issued a position paper on behalf of Erie County Local 815 in response to a county task force study on the future of the medical center. ECMC Unit President Stephen Caruana was an appointed member of that task force, which included several legislators and community leaders.

And a few more points

CSEA Budget Examiner Kathy Albowicz and Unit Executive Vice President Barbara Piwko raised a number of other points in testimony before the Erie County Legislature recently. Among them were the following:

- * The county should actively pursue state funding for services provided for the state.

- * ECMC's financial troubles resulted primarily from the county's failure to adequately budget for services to the indigent and uninsured.

- * Public benefit corporations are formed and must function explicitly for the benefit of the community. Non-profit hospitals do not necessarily have the same obligation or provide the needed services.

- * CSEA remains firmly committed to the belief that the provision of public health services is an integral part of the mission of the Erie County government, and completely opposes the inclusion of a not-for-profit corporation as a valid option when considering the future of ECMC.

It proved its worth

The value of the Erie County Medical Center to the public it serves was brought home graphically in the recent slowdown by doctors to protest high malpractice insurance rates for most physicians.

As most hospitals in the area reduced or curtailed completely their normal surgical and treatment schedules, including their emergency facilities, the medical center received an even greater share of area patients. That increase in activity put a major strain on the medical center's 2,000 employees, of whom about 1,000 are members of CSEA Local 815.

Hospital Unit Executive Vice President Barbara Piwko said that after the crisis was resolved, the Erie County Executive and the hospital management sponsored a reception for staff and volunteers for their "compassionate manner in keeping the center the hospital of last resort" during the crisis.

Notes Piwko: "Everyone pitched in (during the crisis). We knew it had to be done. Many gave up their vacation or time off to see that the job got done, and no one knew how long it would last."

She said the "thank you" gesture was good for staff morale. She noted also that the brunt of the patient overload is now again being felt as the paperwork for the 1,600 patients seen during the slowdown is just starting to show up in the patient billing department.



BARBARA PIWKO, executive vice president of CSEA's hospital unit, offered testimony on future of Erie County Medical Center.



BUDGET EXAMINER Kathy Albowicz urged the county to retain direct responsibility for operating the medical facility.



ECMC UNIT PRESIDENT Stephen Caruana was an appointed member of a task force which studied future of the medical center.