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Civil Service Employees Assn. in thick of

BATTLE OF THE BUDGET

ALBANY — The battle over the state budget is on. CSEA is working in the halls of the state legislature to make sure that the final budget will provide enough money for the public services that CSEA's members perform in school districts, local and state government.

Gov. Mario Cuomo's budget proposal, which the legislature is in the process of amending, has some items that CSEA will support and some that the union will oppose.

The Governor's budget does call for some increases in aid to local governments. CSEA has lobbied consistently for more state aid to localities, especially those facing a budget crunch.

"We will keep close tabs on the local government aid portion of the budget to make sure our local government members have the resources they need to do their job," said CSEA President William L. McGowan.

The economic incentive for school districts to contract out bus service is eliminated in this budget proposal. That is an item CSEA has fought for for many years.

"Parity for district-owned bus service has been an issue that CSEA has been winning on piece by piece. This budget contains the final piece and we will work to make sure the legislature passes it," said CSEA Executive Vice-President Joseph E. McDermott.

"The fact that the state actually rewarded school districts for contracting out bus service first came to light in a Region IV school district

when I was region president. CSEA has been able to correct part of this problem in each recent legislative session. This year it looks like we can complete the job," McDermott added.

CSEA is also working to make sure that the final school aid formula will be adequate.



CSEA Executive Vice President
Joseph E. McDermott

CSEA will oppose a proposal for restructuring the Office of Mental Health. The union will lobby instead for more money for patient care.

"The mental health facilities remain overcrowded and understaffed. Instead of spending money increasing the bureaucracy New York state needs to meet its responsibility to the mentally ill. The only way to do that is to provide for enough staff to take care of the patients," said CSEA President McGowan.

The budget calls for more money for the state university. CSEA wants to make sure that some of that money is used to provide support staff on the campuses.

"Many of our university campuses are falling apart because of cutbacks in maintenance staff in recent years," President McGowan said. "The quality of life for students and the ability of faculty to teach depend on a good physical plant. Unless the university realizes that and provides enough staff to maintain the campuses the state will face very expensive rebuilding projects in the near future."

Another area of concern is the Department of Labor where cuts in federal money could cause 400 layoffs.

"CSEA will work hard to minimize the impact of these federal cuts," McGowan said.

In most other state agencies the budget calls for little change. CSEA will be make its case before the legislature that many agencies are currently understaffed.

State contract talks reach coalition level

Contract talks between CSEA and the state on behalf of more than 100,000 state workers in three major bargaining units have progressed from individual unit negotiations to coalition bargaining. Contracts covering workers in the CSEA-represented Administrative Services, Institutional Services and Operational Services Units expire March 31.

Talks began on the unit levels late last fall and involved items primarily affecting the individual unit contracts. Coalition bargaining primarily involves salary and benefits affecting all employees.

Both sides issued general comments to the news media expressing pleasure at the progress of negotiations thus far, but union officials emphasized that the conclusion of talks are probably far from over.

CSEA President William L. McGowan, in fact, this week advised his membership that negotiations over salary, benefits, job security and other major items will be long and difficult. He said, however, that he is hopeful that talks can be successfully concluded.

If not, however, McGowan reminded that CSEA-sponsored legislation amending the state's Taylor Law has been upheld by the state's high courts. That provision protects benefits at their existing levels by preventing any benefits from being diminished after a contract has expired during negotiation and prohibiting any benefits from being diminished under an imposed contract.



TAKING SIDES — CSEA President William L. McGowan, left, and Thomas P. Hartnett, right, director of the Governor's Office of Employee Relations, greet each other at start of coalition bargaining recently in Albany.

EMPLOYEES VOTE MORE THAN 2-1 IN FAVOR OF UNION

CSEA wins St. Lawrence University election

CANTON—By a margin of better than 2-to-1, 107 secretarial and clerical employees at St. Lawrence University have selected CSEA to be their official bargaining representative. The vote came in a secret ballot election conducted by the National Labor Relations Board (NLRB) on Jan. 31.



PENNY BUSH

Dubbed a landmark election by union officials, the victory culminated many months of effort (see story below) on the part of CSEA Organizer Penny Bush and a committee of university employees.

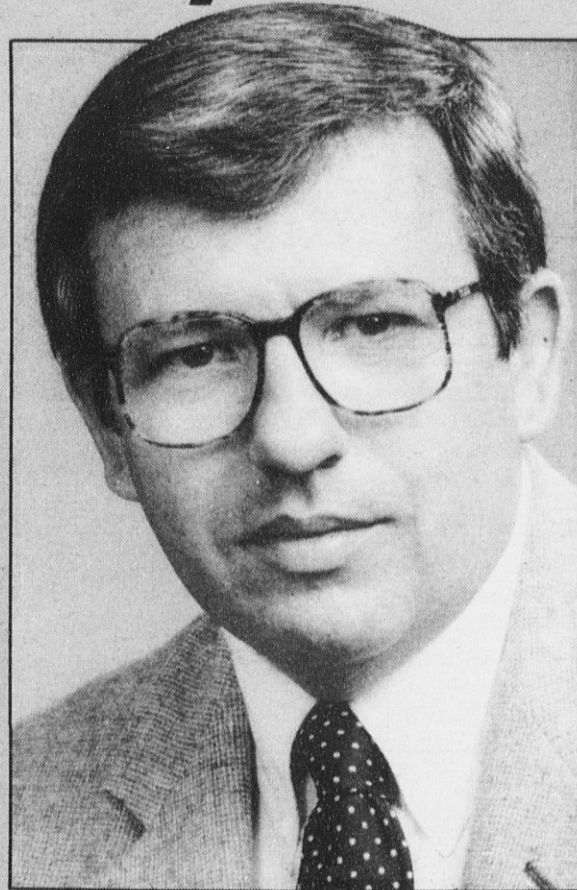
Following the announcement of the election results on the university campus, Bush issued congratulations to the employees and issued a statement from Region V President James J. Moore.

In the statement, Moore welcomed the new members into the union ranks and extended CSEA's full support and services.

"CSEA considers this election a landmark event in that it is the first time St. Lawrence University secretarial and clerical employees have been represented by any union. The election marks a dynamic new beginning for more than 100 employees who have never had the benefit of union representation," he said.

Moore said the decision to organize was a difficult one, and commended "every employee who had the strength and courage to become involved, in spite of the anti-union pressure from the university, prompted by its Syracuse-based legal firm of Bond Schoeneck & King."

He said the vote margin of more than 2-to-1 clearly indicates the employees wanted CSEA representation and were not swayed by anti-union messages they were mandated to hear at several elections called by management before the election.



JIM MOORE

'A landmark event and a dynamic new beginning for more than 100 employees who have never had the benefit of union representation.'

Anatomy of an organizing effort: A 2-year struggle

The story behind the recent CSEA election victory at St. Lawrence University started two years ago, according to CSEA Region V Organizer Penny Bush.

"Although I had the privilege of working with the employee committee for less than six months, I know they were unified and committed to a purpose that would provide more dignity and improve benefits and job security," Bush said.

For the past two years the employees' group, known as the Secretarial/Clerical Life Group, conducted meetings to discuss needs, and attempt to gain objectives by approaching the St. Lawrence University administration with a proposed benefit package.

Frustrated by the lack of substantive changes and seeming lack of commitment on the part of the administration to meet their professional needs, the 107 workers voted to unionize.

"After interviewing several unions," Bush continued, "the group selected CSEA as the union to help it seek representation. A petition was filed with National Labor Relations Board (NLRB), and the election scheduled."

Bush had much praise for the dedication and hard work of the employees' organizing committee, which faced stiff opposition from the administration.

"Pressure was brought to bear on employees in the form of captive audience speeches extolling the administration's concern for the employees and the lack of need for a union. In spite of the 'canned' anti-union rhetoric — much of it prepared by the administration's Syracuse-based law firm — the employees never lost sight of their goal and climaxed the two-year struggle by voting for CSEA by better than a 2-to-1 margin," she said.

In praising the efforts of the group, Bush also singled out many of the organizing committee members for their hard work and personal sacrifice.

"It was a tremendous team effort," she said. She thanked the following team members: Ann Marden, Karen Maxon, Jean Deese, Patt Bryant, Faye Lawrence, Mary Haught, Sheila Smilgin, Tonya Rood, Wilma Hills, Bonnie Haggerty, Lynda James, Diane Claffey, Karen Poolar, Kelly Brabaw and Linda Bascom."

The next order of business will be the election of officers for the new unit and the selection of a negotiating committee to serve when bargaining talks with the university begin, Bush said.

IP filed against North Colonie School District

COLONIE—CSEA has filed various charges with the Public Employment Relations Board against the North Colonie School District for "distributing false and misleading information" to its non-instructional employees. The union says this action constitutes "interference and coercion of union members" in violation of the state's Taylor Law.

On Jan. 15, CSEA had scheduled an informational meeting with the 170 unionized non-instructional workers to update them on the status of negotiations, which had been bogged down for nearly a year. Prior to the meeting, Robert Gara, the district's chief negotiator, distributed a memo to the members, ostensibly to acquaint them with the status of negotiations.

CSEA charges that the memo went far beyond that — that it contained new proposals which were never presented by the district to the union's bargaining team.

"Through this memo the district is attempting to

negotiate directly with the employee," said CSEA Collective Bargaining Specialist Harm Swits. "It is an attempt to discredit the union by blaming it for the district's failure to negotiate a fair and equitable contract with its employees."

In the nine-page memo, the district offers to drop two of its remaining four demands — one regarding the discipline of bus drivers, and another on the use of the time clock.

The district then attempts to explain its two remaining demands — a change in its extended leave program, which would have an adverse impact on 45 percent of the bargaining unit members, and its proposal to require 20 years, instead of the current 10 years, of service before granting four weeks of vacation.

"I believe the district employees have seen through this as just another failed attempt by Gara to break the North Colonie School District employees and their union, CSEA," said Swits. "That won't happen."

KNOW YOUR NEGOTIATORS



Profiles of some of the members of your union's negotiating teams in the CSEA/state contract negotiations

DAWN LYMAN Administrative Services Unit

LOCAL: Rochester State Employees Local 012
JOB TITLE: Workers' Compensation Examiner

Dawn Lyman says she is looking forward to having "a direct impact" on her working environment by serving as a member of the ASU bargaining team.

She feels the contract needs improvement in a number of areas — workers' compensation and potential health hazards regarding the use of video display terminals, for instance. She also believes

the stenographer's job title is outmoded, and calls for an upgrading and retitling.

"There are too many variations and new duties added to what a stenographer used to be required to do," she says.

Ten years a state employee, Lyman is currently president of her local and has served in a number of other positions, including vice president, grievance chairwoman and audit committee chairwoman. She has had training in labor communications, industrial management relations and labor history.

CSEA'S NEGOTIATING TEAMS

ADMINISTRATIVE SERVICES UNIT Negotiating Team

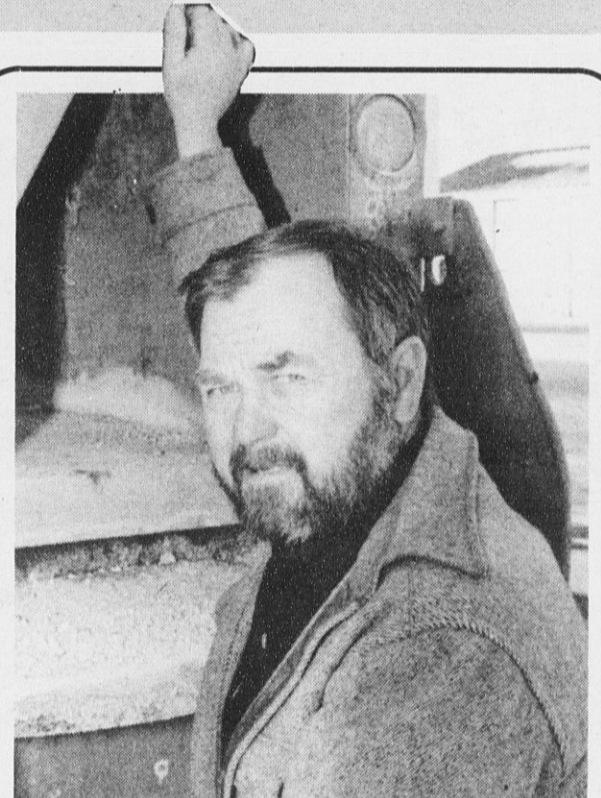
- Region I — Elizabeth Holt and Barbara Reynolds
- Region II — Elliot Bernstein and Ann Worthy
- Region III — Carole Peets and Sarah Jackson
- Region IV — Lee Johnson and Dann Wood
- Region V — Chris Carletta and Claire McGrath
- Region VI — Sara Sievert and Dawn Lyman
- Collective Bargaining Specialist Jack Conoby

OPERATIONAL SERVICES UNIT Negotiating Team

- Region I — Arthur Loving and Lou Mannellino
- Region II — Benjamin Hayes and James Wilson
- Region III — Jack Cassidy and Richard Riley
- Region IV — Milo Barlow and Leroy Holmes
- Region V — Tom Ward and Chuck Eynon
- Region VI — John Wallenbeck and Thomas Petrone
- Collective Bargaining Specialist John Naughter

INSTITUTIONAL SERVICES UNIT Negotiating Team

- Region I — Joseph Noya and Anthony Ruggiero
- Region II — Joel Schwartz and Miguel Cruz
- Region III — Jeff Howarth and Beatrice White
- Region IV — Joel Falkenburg and Dominick Ruggieri
- Region V — Madeline Harrison and Ruby Meyers
- Region VI — Elaine Mootry and Kathy Pontillo-Button
- Collective Bargaining Specialist Jim Cooney



MILO BARLOW Operational Services Unit

LOCAL: Department of Transportation,
Region I, Local 676

JOB TITLE: Highway Maintenance Supervisor I

"I'm here to get a fair shake for the workers, a real fair shake," says Milo Barlow, vice chairman of the OSU bargaining team.

Calling on his 19 years of DOT job experience and CSEA membership, Barlow is back at the statewide bargaining table for the second time and finds "tougher negotiations compared to the last."

But Barlow, who is president of his local, is confident the OSU team is up to the rapidly increasing pressure and pace.

"We have a great team that's not only knowledgeable but also very capable of working together to get a point across," he says.

Barlow says he is committed to securing "clear, precise and concise language in the contract so the rank-and-file members can understand what it says and means."

KATHY PONTILLO-BUTTON

Institutional Services Unit

LOCAL: Craig Developmental Center Local 405
JOB TITLE: Community Residence Director

Kathy Pontillo-Button is a veteran of more than a decade of service in the field of mental health.

Currently community residence director at Craig Developmental Center, she was a residence aide for two years and a mental hygiene therapy aide (MHTA) for 10 years.

Her activities within CSEA are many and varied. She currently serves on some half a dozen committees, including EAP, grievance, membership and political action.

President of her local, she has also served as vice president and secretary. She has attended all advanced training courses given by the union, in addition to having taken higher education courses in group dynamics, sociology and human services.



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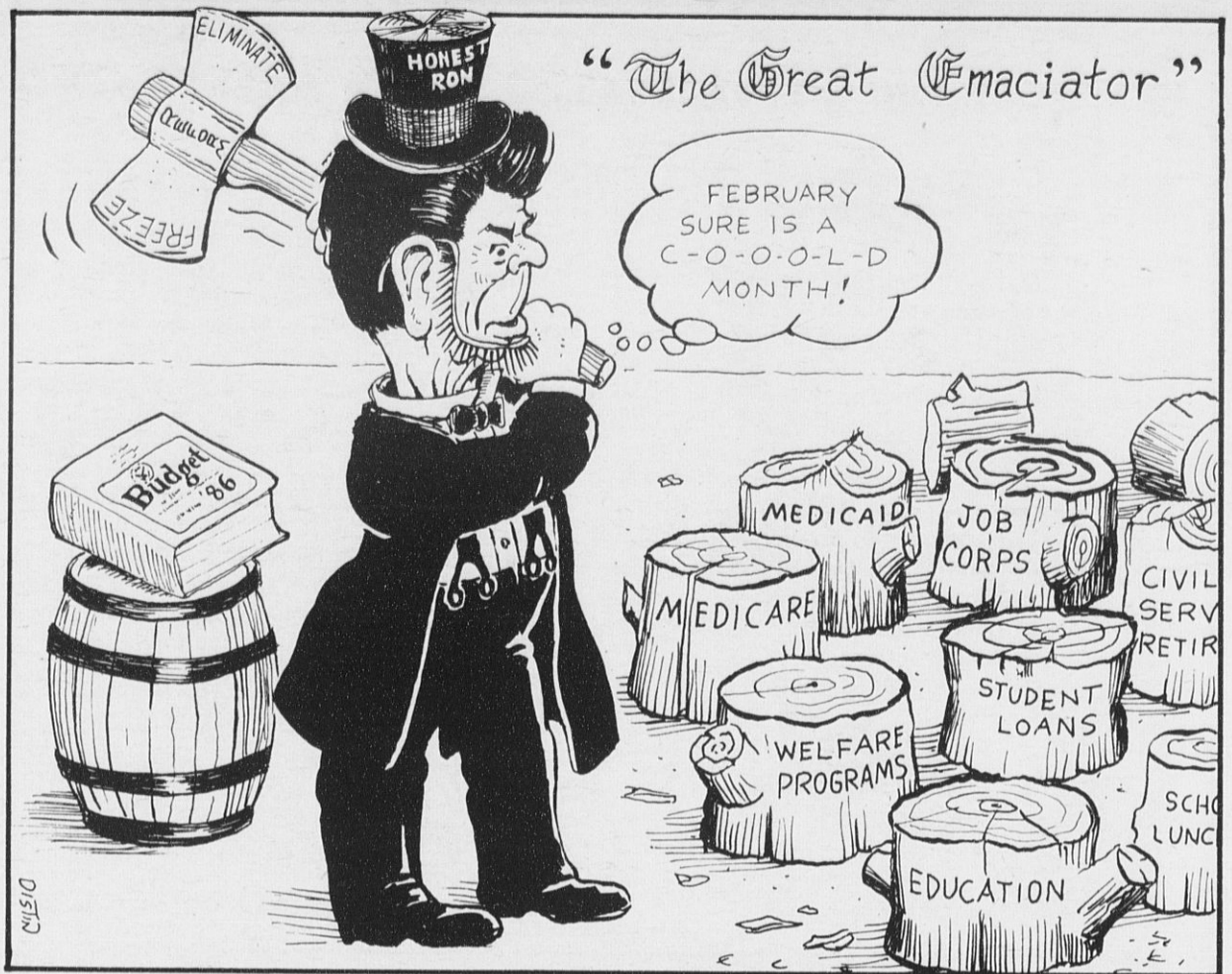
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Strange illnesses shut down Ulster Co. building

KINGSTON—As this issue of The Public Sector went to press, a team of environmental specialists were still investigating a mysterious illness that sent Ulster County employees to local hospitals and forced the closing of the county office building for three days.

According to Ulster County Local 856 President Sean Egan, the problems began on Jan. 23 when six employees from the same floor were taken to a local hospital after they fainted at work. Several other employees complained of dizziness, nausea and burning eyes. As a precaution, county officials sent employees home and closed the building for the remainder of the day.

At that time, Egan said, a preliminary investigation showed the ventilation system had been closed down for seven days due to extremely cold temperatures, and no fresh air had circulated through the building.

County officials reopened the building on Jan. 24 and there were no further problems reported until Jan. 30, when three employees from different depart-

ments fainted and others complained of symptoms. Officials closed the building again for two days and sent in a team to investigate the problem. Region II CSEA Health and Safety Specialist Linda Siccardi says the "county did everything they could. We were pleased to see that they called in consultants." Siccardi said steps have been taken in an effort to eliminate the problem, including increasing air intake, the installation of four new exhaust fans and raising the height of the air intake valve.

County employees had similar problems in 1981 and at that time the county changed the heating system from oil to gas on advice of specialists who investigated.

CSEA Region III President Pat Mascioli said the union plans to bring in its own hygienist to confirm results of tests taken by county health specialists. "We have good dialogue with (Legislative Chairman William) West," Mascioli said. "They have no problem with us bringing in this person. The county is not trying to hide anything."

New two-year pact for Smithtown unit

SMITHTOWN—Raises of between 13.5 and 33 percent are in the works for more than 600 Smithtown employees in a new two-year contract overwhelmingly ratified by the membership.

Unit President Bill Maccaro reports wage hikes of 6.5 percent this year and 7 percent next year in the new agreement. The contract's value is enhanced by increments, upgradings and major increases in 15 and 20-year longevity awards.

The Smithtown Unit is a part of Suffolk County CSEA Local 852.

Other benefits won at the bargaining table include improved medical insurance, an extra bereavement day, mileage reimbursement of 26 cents when an employee uses a personal car for official business, and improved uniform and safety shoe allowances.

One contract innovation is an income protection

plan, or sick day bank, which employees may tap at half-pay when their own sick leave expires. Maccaro said the town will match every day an employee contributes into the bank.

The negotiating team, besides Maccaro, included CSEA Field Representative John Cuneo and unit members Bernice Ruffini, Jan Mennona, Barbara Cogswell, Nancy Bond, Judy Scrobe, Dick Stepanek, John Salerno, Robert Lyons, Tim Fallon, Danny Warne, John Stein and Brian O'Connell.

Unit President Maccaro credits the team "with winning us, after three months and three weeks of negotiations, an outstanding contract." He also singled out for credit assistance from CSEA Region I President Danny Donohue, the region staff, and CSEA staff personnel from the union's statewide headquarters in Albany.

Judiciary ballots to go out Feb. 15

Ballots for election of officers of State Judiciary Employees Local 336 will be mailed to members of the local on Feb. 15. Deadline for return of completed ballots is noon, March 6. Ballots will be counted by the election committee later that day.

Candidates are permitted to attend the ballot count as observers at their own expense at CSEA headquarters, 33 Elk Street, Albany, under supervision of the Election Procedures Committee.

Candidates for office listed on the official ballot are as follows: Ronald De Silva, president; Rose Impallomeni, executive vice president; Howard Leitner, first vice president; Herman Rosenfield, second vice president; Diane Zamborsky, secretary; and Linda Ellenbogen, treasurer. Members may also write-in candidates for the offices.

Eligible members who have not received a ballot by Feb. 21 should contact Marcel Gardner at (518) 434-0191, ext. 503, to obtain a replacement ballot.

Two MHTAs killed in freak road accident

BRONX—A freak accident claimed the lives of two members of CSEA Local 401 on Jan. 29 as they were on their way to work at the Bronx Psychiatric Center.

Mental Health Therapy Aides Audrey White and Candis Abney were in an automobile traveling on an exit road from the Major Deegan Expressway when a fully loaded 30-ton milk truck tanker broke loose on an overhead ramp, fell 70 feet and landed on their car. Police said the two women died instantly when the tanker crushed the car.

Local 401 President Ernest Punter said White was a mother of five who had just recently begun taking courses

at Bronx Community College in addition to her work at the center. "Audrey was a tremendous employee who lived up to every expectation in her relationships with co-workers and clients," Punter said.

Abney was an 18-year veteran of state service. "The first time you met her, she'd have you laughing," said co-worker Steve Barker. She was described as a person who was always happy and who never let anything get her down.

Officials of CSEA Local 401 are planning a memorial service for the two after the initial shock of their deaths passes, according to Punter.

Greater emphasis on staffing and service suggested to improve mental health system

BROOKLYN — A better ratio of staff to patients and greater emphasis on the delivery of services to the mentally ill are two important means to improving safety and the level of care in state institutions, CSEA Metropolitan Region President George Boncoraglio has testified before a state Senate committee.

Boncoraglio told members of the Senate Standing Committee on Mental Hygiene & Addiction Control that the answers to problems within the mental health system are not to be found in recommendations recently put forth by the Governor's Select Commission on the Future of the State-Local Mental Health System.



Region II President George Boncoraglio

CSEA has strongly criticized that commission's report, which urges greater reliance on community based care for the mentally ill while suggesting shifting greater financial burden to local governments. (See related stories on pages 6 and 7).

Boncoraglio said, "The answer, we feel, is in a more unified approach to a better service delivery system, such as we have outlined in our response paper titled 'Compassion and Care.' "It is not to be found in the state's abrogation of its obligations to deliver services to the mentally ill, but in supplying adequate numbers and types of staff to properly serve a difficult population."

The unionist told the committee, chaired by Sen. Frank Padavan, that the possibility of danger to staff and clients is always present, but that certain factors multiply the danger. Among those factors, Boncoraglio stated, are inadequate staff and staffing ratios; an increasing percentage of treatment resistant or more difficult patients; a sizeable number of criminal procedure law patients who require substantial staffing; older building which make it more difficult to serve the client population; inadequate programs staff to treat and occupy patients; and an inordinate number of meetings and clerical responsibilities which take staff away from clients.

"Given the nature of the problem, it is a testimony to the dedication, patience and concern of staff that there are not more than the number of incidents occurring daily at most psychiatric centers," he said. "In the absence of adequate numbers of staff, the number of incidents will remain significant and safety will forever be a concern."

He said that while improvements in housing conditions are evident, "the further humanization of individual living areas and the creation of pro-

gram space which is designed and equipped to be program area would assist tremendously in the treatment of patients."

In the area of programs available to help patients, Boncoraglio said, "Given the numbers of staff in each...discipline (occupational therapy, recreational therapy, psychology, social work and psychiatry)...it is not possible to design programs which allow patients to be involved with professional staff on other than a once or twice a week basis per discipline."

In closing, Boncoraglio told the committee to look elsewhere rather than to the Governor's Select Commission's report, which he said would create even more bureaucracy in its creation of local management entities. "Nor does it provide the answer by stealing institutional resources and giving them to the private providers who are not treating the chronic patients," he warned.

CSEA has been in the forefront of critics of the commission's report since it was released last fall. CSEA President William L. McGowan has called the recommendations "a roller coaster without brakes." And CSEA Associate Director of Research Bruce Wyngaard, who last fall resigned as a member of the commission because he had "no confidence in its findings," said the report "advocated an uncharted course in untested waters with no guarantees a better system will prevail."

CSEA and AFSCME responded by issuing their own comprehensive document titled "Compassion and Care," in which the unions refuted many of the commission's recommendations while issuing specific programs of their own. Among other things, the unions propose the state begin operating community residence programs on the grounds of its existing psychiatric centers rather than overthrow the entire existing system.

Conditions at Kingsboro PC vividly described

BROOKLYN — Although the Senate Mental Hygiene Committee took testimony on the mental health system in general, its selection of Kingsboro Psychiatric Center as the hearing site was prompted by recent reports of serious deficiencies in patient care and living conditions at that center.

CSEA Local 402 President Robert Nurse told the committee that the conditions at Kingsboro have a clear explanation. "It's not just inadequate

staff, it's that the existing staff is deployed in the wrong way," Nurse said. He also said that four successive administrations at Kingsboro have been unable to stop deterioration of the institution.

"We have a need for the right type of employees...everything is given an emergency priority by management so that the routine things don't get done," Nurse told the committee. He went on to testify that staff members are consis-

tently given assignments they shouldn't be. "For example, the MHTAs wear everybody's hat...doctor, nurse, social workers, recreation therapist, housekeeper, ward charge...they even fill in as clerical staff. They're out there taking out the garbage and picking up food trays."

Nurse said he believes that the center's staffing problems and physical defects are at the heart of the ongoing difficulties. He cited examples where MHTAs at Kingsboro have been assigned to laundry duty without assistance, supervision or a thorough knowledge of procedures. The result, he said, is tremendous confusion and lost clothing. Nurse also complained of not enough hot water to adequately sterilize clothes. "When you've got incontinent patients who urinate and defecate and then the clothes don't get cleaned properly, there has to be bacteria left."

When sanitary problems aren't resolved, employees and patients then have rats and cockroaches to worry about, Nurse said. "I was on one of the wards the other day when a rat ran right between us."

The Local 402 president insisted that grievances are filed regularly but little is achieved because the various administrations have not addressed the larger problems of physical deterioration and staff needs.

"The bureaucratic philosophy by management has ignored the serious deficiencies and created a morale problem. And then people come down from Albany, see the conditions, and say why is it this way. Patient care does exist, but the management philosophy has created a sick environment for sick people," Nurse concluded.

"...MHTAs wear everybody's hat...doctor, nurse, social workers, recreation therapist, housekeeper, ward charge... they even fill in as clerical staff. They're out there taking out the garbage and picking up food trays."

— Local 402 President Bob Nurse



Members unify lobbying efforts

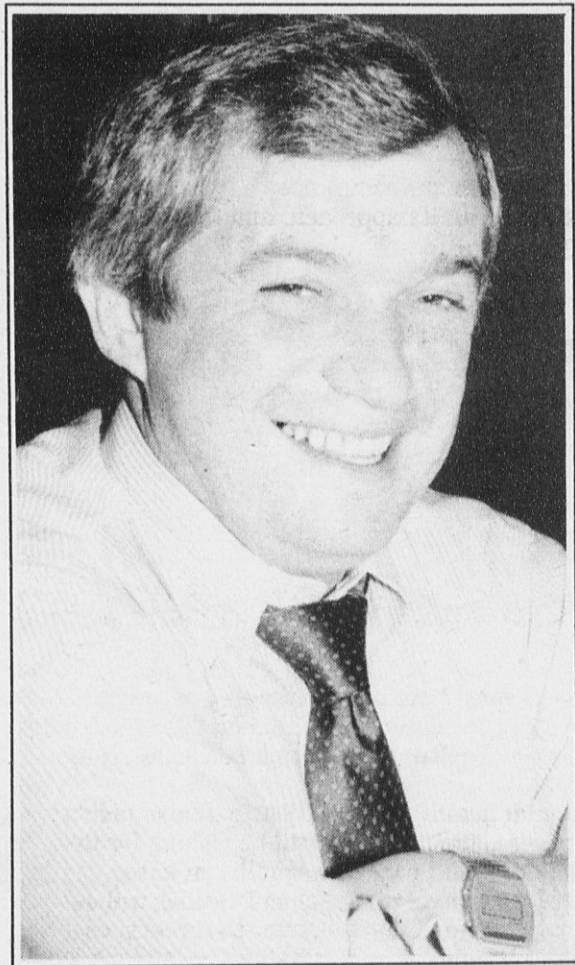
In Region VI, activists to ask for local statements of opposition

BATAVIA — How to battle “a travesty of misconceptions” surrounding the state’s mental health care system was the subject of a recent Region VI meeting of CSEA officers and activists.

“It’s important,” declared Region VI President Robert L. Lattimer, “that every member is aware of the ramifications of the report by the Governor’s Select Commission on the Future of State and Local Mental Health Systems.”

The commission has recommended a decentralization of the state mental health care system, with funding to be maintained by localities rather than the state. Most of the care would be provided by local contractors.

Lattimer said it’s also essential that members understand CSEA’s response to the state’s report, which is contained in its own 33-page report, “Compassion and Care.” The comprehensive union document largely opposes the commission’s recommendations, charging they will harm the state’s mentally ill, state and local governments and public employees.



JOSEPH X. MARTIN

Those gathered at the Batavia meeting discussed strategies to advocate CSEA’s position. One primary aim of Political Action Committee members and psychiatric center activists will be to lobby for local statements of opposition to the commission’s plan.

“Similar actions are taking place in all CSEA regions as part of plans coordinated through CSEA leadership and the Legislative and Political Action Department,” according to Joseph X. Martin, Region VI political action coordinator.

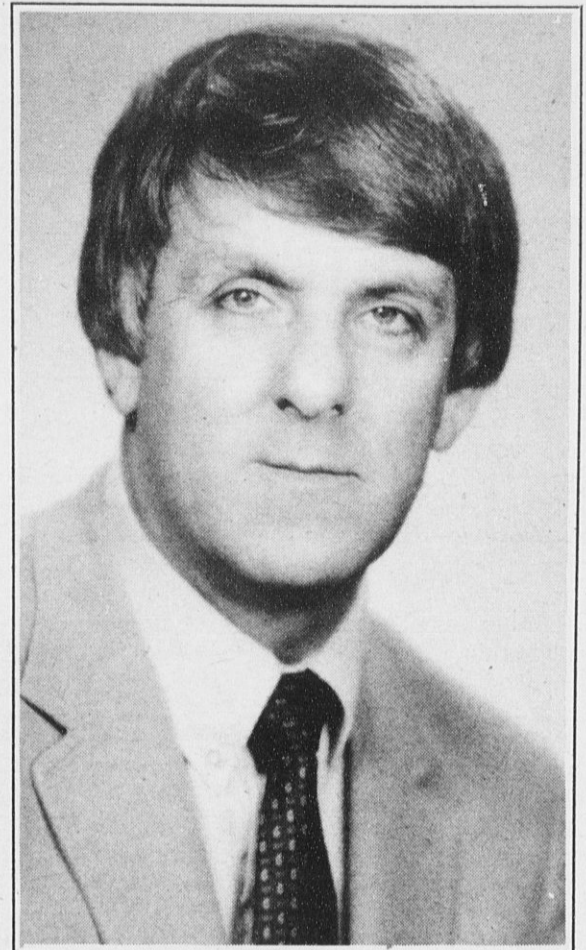
Lattimer said, “It’s important to emphasize CSEA’s quality of care concerns in addition to the chaos that would follow if the commission plans were followed. Our member’s job dedication and honest client concerns are the backbone for a system that may have problems, but is far superior to what this commission proposes.”

CSEA advocates that New York redefine the roles of New York’s psychiatric centers to make them responsible and accountable for providing all community-based services within their geographic jurisdictions.

According to CSEA’s report, “part of this process includes decreasing the proportion of state funds for institutional care and increasing the proportion spent on community-based care.”

The report further states that increased funding for community-based care should go for both state-run, community-based services using former state institutional workers, and for privately-run community-based services.

This will insure that “all state residents have an equal opportunity for community-based care and that private providers do not gain monopoly



ROBERT L. LATTIMER

control over community-based services.

“The state must institute a formal planning mechanism to coordinate public, state and local, and private services delivery. Such a mechanism would be similar to the unified services concept, without creating any financial liability for localities.”

“Our members’ job dedication and honest client concerns are the backbone for a system that may have problems, but is far superior to what this commission proposes.”

Two former Deer Park school stewards receive reprimands

ALBANY—CSEA’s Judicial Board has issued formal reprimands to two former shop stewards of the Deer Park School Unit for conduct which aids or supports a competing labor organization. The two — Mary Winiarski and William J. Monahan — are also suspended from the right to hold or seek elected or appointed office within CSEA for a period of one year from the original date of their suspension on March 19, 1984.

In January 1984, Winiarski and Monahan prepared and disseminated a petition calling for the release of the Deer Park Transportation Department

Employees from the CSEA unit, seeking to form an independent bargaining unit. The petition was forwarded to the executive committee of Suffolk Educational Local 870.

Following a hearing in September, the Judicial Board determined that the pair’s actions constituted a violation of the CSEA constitution in that their conduct was intended to aid or support a competing labor organization.

On appeal, the CSEA statewide Board of Directors upheld the Judicial Board’s determination.

against proposed MH revamping

In Region III, Dutchess County resolution lauded; seen as model for other areas

FISHKILL — "The issue that confronts us can become increasingly complicated," Martin Langer, CSEA mental health consultant, told Southern Region III members here recently, speaking on the Governor's Select Commission Report on the Future of State-Local Mental Health Systems.

Like other unionists across the state, Region III members have been urged to lobby against the controversial report. In discussing ways to achieve this, Region III President Pat Mascioli suggested the establishment of special task forces with representatives from each mental hygiene local.

Langer lauded a resolution approved by the Dutchess County Legislature in November which requests that the governor reject the proposals made in his commission's report.

Co-sponsored by Poughkeepsie legislators Colette LaFuenta and Margaret Hansen, the resolution states that the report "will create a new bureaucratic layer of regional managers, thus further fragmenting the care and treatment of the chronically mentally ill."

The resolution further states that the commission "neither evaluated nor examined the present system" and that the proposals in the report "have not been evaluated by implementation and pilot project."

LaFuenta, who serves as the legislative majori-



DUTCHESS COUNTY Legislator Colette LaFuenta, right, discusses the legislative resolution that she co-sponsored which requests that the governor reject the Select Commission Report on the Future of the State-Local Mental Health System. The resolution was approved by Dutchess lawmakers in November. With LaFuenta are, from left, Region III Political Action Specialist Doris Mason, CSEA Consultant Marty Langer and Region III President Pat Mascioli.

ty leader in Dutchess County, is a past president of the Mid-Hudson Chapter of the National Alliance for the Mentally Ill.

Langer said the resolution should be used as a model for other legislative bodies throughout the state.

A 25-year Rockland Psychiatric Center employee and former local president, Langer told members that although numerous problems that exist with the current care delivery system must

be addressed, the commission's report is "seriously flawed" in its approach, and that existing facilities and staff should be used in any restructuring of the system that takes place.

"We simply suggest that the state of New York take the lead in the area of unified services, that it pool its funding resources at the highest level of collection of such reimbursements, and distribute them in an unduplicated fashion throughout the state," he said.

Consultant stresses 5 points in battle to overturn report

CSEA Mental Health Consultant Martin Langer has been crossing the state as part of the union's grassroots campaign against the report issued by the Governor's Select Committee on the Future of State-Local Mental Health Systems.

In his talks with union leaders and activists, he is stressing the following five major points:

1. Capitation formulas, which the commission created to fund the revolutionary restructuring of the mental health care system, will pose heavy burdens for local governments.
2. The phasing down or closing of state facilities will cause massive

reductions in force in the state mental health workforce.

3. The closing of large psychiatric centers will immediately deprive those groups that need services most, such as the poor and minorities, from receiving quality care.

4. County-employees in mental health care positions will also face a reduction in force since local management entities will be looking for the least expensive service delivery, without regard to quality of care.

5. The establishment of local government management entities will not only lead to another layer of bureaucracy, but will, over five years, cost another \$400-800 million—none of it going to direct patient care.



We're your union!

Union workers make \$100-a-week more, survey finds

A union contract was worth more than \$100 a week extra to the average worker last year. Fulltime wage and salary workers represented by unions got paid an average of one-third more than their non-union counterparts.

That's what the Bureau of Labor Statistics found through the monthly census survey of 60,000 households which provides the basic information on the nation's labor force.

For 1984, the 21.6 percent of the workforce represented by unions were paid an average of \$404 a week compared with the \$303 average for the non-union workforce.

That's consistent with the 1983 report, the first year of the detailed BLS survey, which showed a \$98-a-week differential.

If the value of fringe benefits were included — an area in which unions have been pacesetters — the dollar advantage of union contracts would be even greater.

The 1984 tally also shows that the gap between union and non-union pay is even higher among minorities.

Blacks covered by a union contract averaged \$352 a week compared with \$236 for those without union protection. Among Hispanics, the union average was \$346 compared with \$236 for the non-union group.

Among women generally, those represented by unions averaged \$301 and those without a union averaged \$218.

The data show the union advantage persisting even in recession-hit and import-battered industries where wages were held down or sometimes even rolled back to enable an employer to stay in business.

Two earlier samplings — in May of 1980 and 1977 — showed comparable paycheck advantages of union representation.

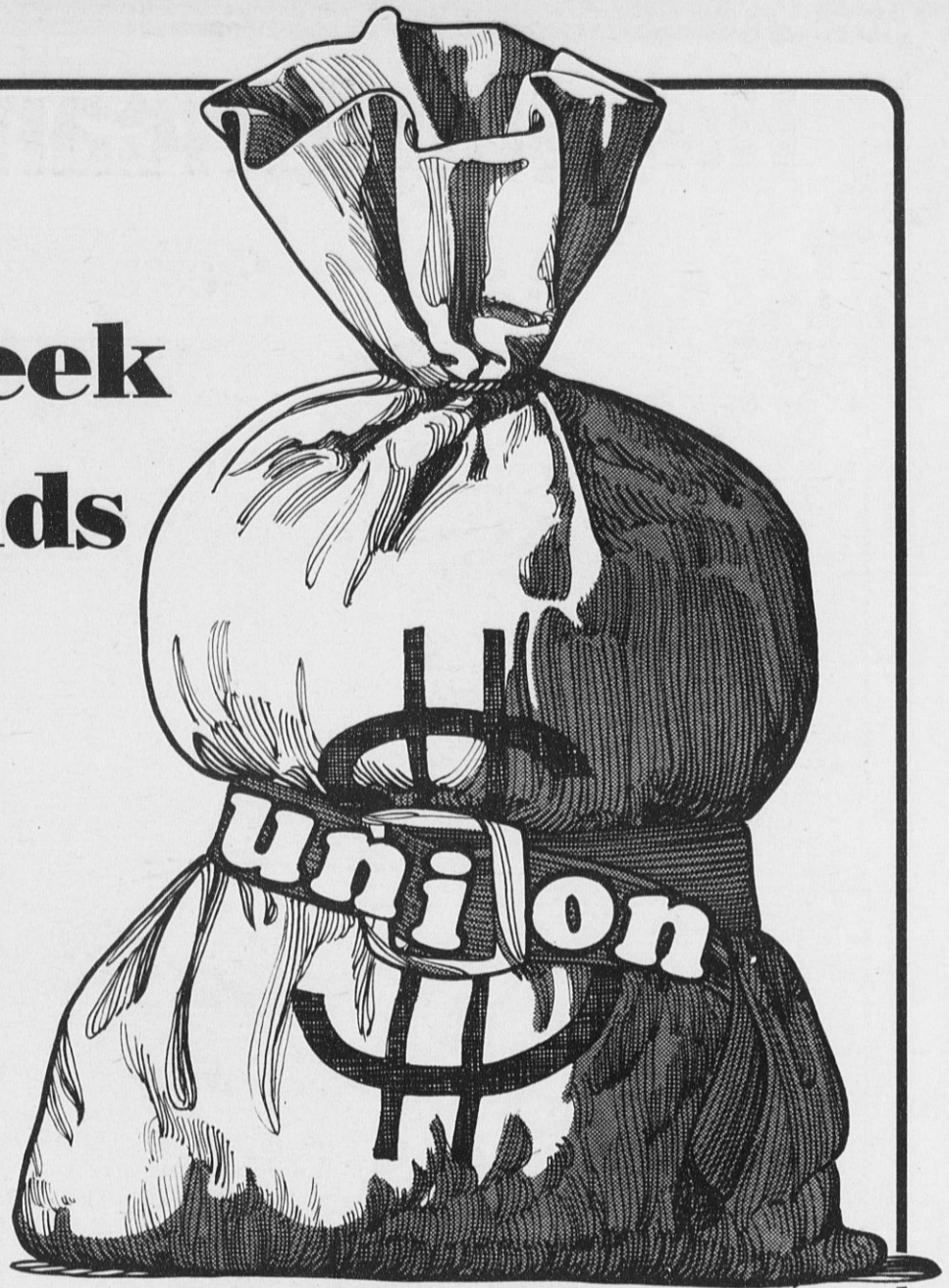
The 1980 average of \$320 a week for union-represented workers was a \$42-a-week advantage. In 1977, the \$262 union average was \$41 more than for the non-union group.

The union advantage persisted and even grew during a period in which the proportion of wage and salaried workers represented by unions slipped from 26.5 percent in 1977 to 25.7 percent in 1980 and 21.6 percent for 1984.

By industry, construction had the biggest differential. Last year, the union segment averaged \$539 a week to \$306 for the non-union construction workers. Service occupations had a \$384 average under union contracts and \$191 without union representation.

Government workers represented by unions had a \$404 to \$338 advantage and the retail trade comparison was \$339 to \$225.

The data on the percentage of workers under union contract shows a 24.5



IF FRINGE BENEFITS WERE INCLUDED in survey, dollar value of union contract would be even greater.

percent ratio last year among fulltime workers but only 9 percent among parttime employees.

The survey found that 29.5 percent of blacks were represented by unions, including 33.4 percent of black men and 25.7 percent of black women.

Among whites, the 20.7 percent overall representation included 24.9 percent of men and 15.6 percent of women workers.

The Hispanic category listed a 22.9 percent union representation, with 26.2 percent ratio of men and 18.4 percent of women.

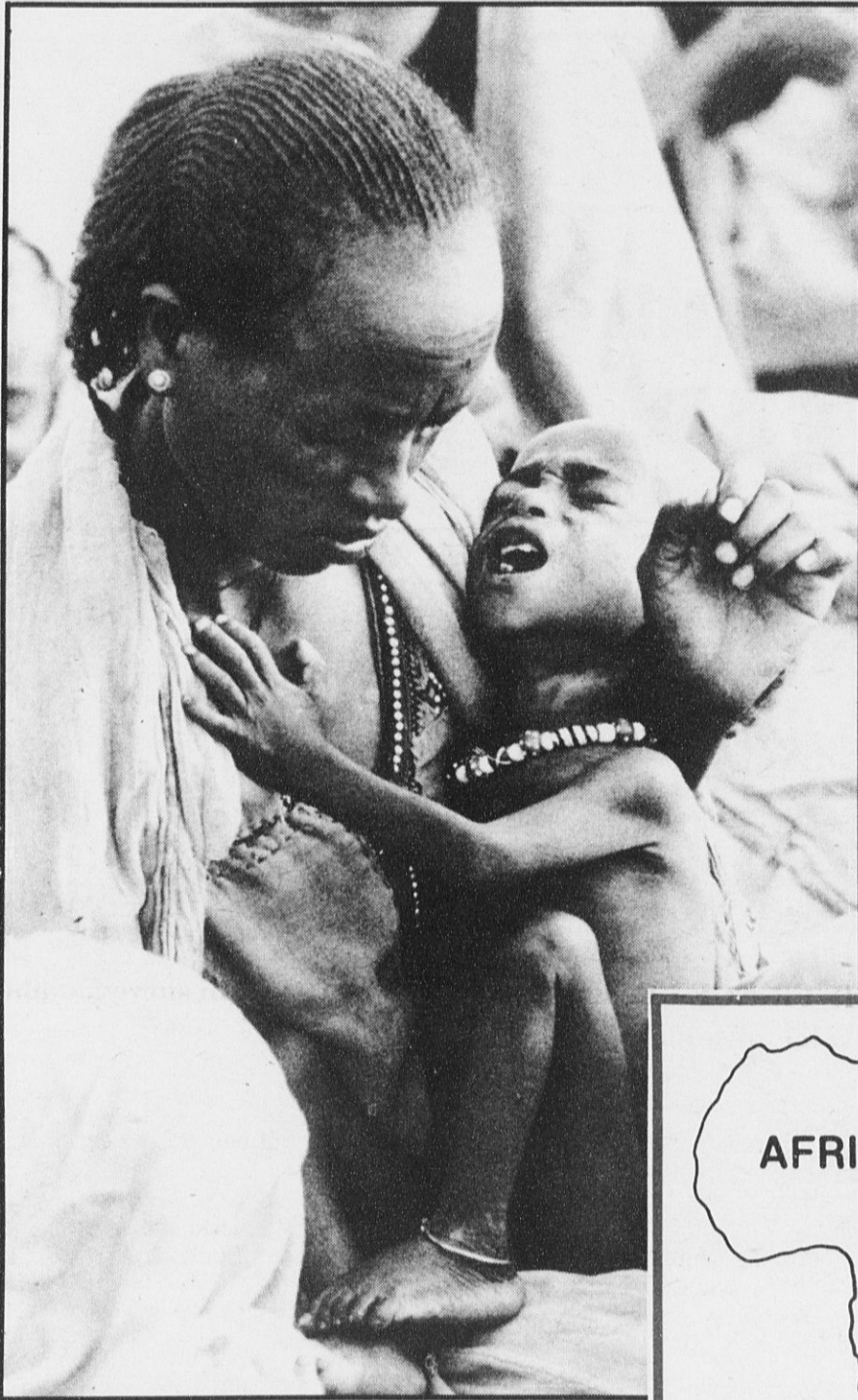


Winner of McDonough Scholarship in Region II

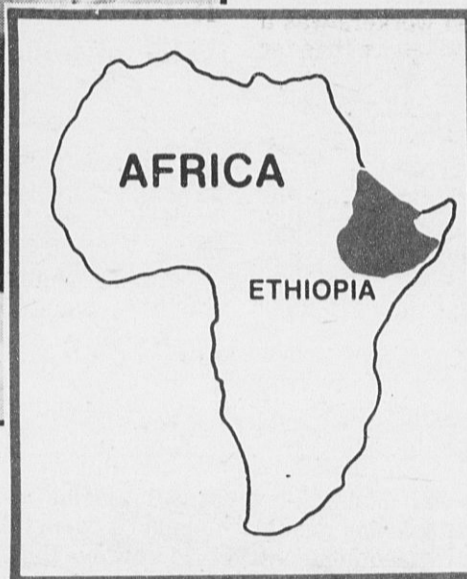
BELINDA I. KATZ of Howard Beach is winner of the Thomas McDonough Scholarship for Continuing Studies in Metropolitan Region II. Belinda, who attends Colgate University, is the daughter of Eleanore and Wallace Katz. Her mother is an investigator for the Crime Victims Board and a member of Local 010. Pictured at award presentation are, from left: Alan Tietler, second vice president of Local 010; Eleanore Katz; Belinda; Lamont Wade, chairman of scholarship committee; and George Boncoraglio, president of Region II.

Helping African famine victims

A CSEA local reaches out to starving people in Ethiopia



FACE OF STARVATION — In a camp near the Sudanese-Ethiopian border a mother tries to comfort her hungry child. Moved by images like these in the media, members of Schenectady County Local 847 ran a relief drive recently.



ALBANY — In a gesture of concern for the more than six million people facing the spectre of starvation in Ethiopia, members of CSEA's Schenectady County Local 847 took part in a drive recently which raised more than \$1500 for a relief fund for the African nation.

Steve Mathes, vice president of the County Office Building Unit and coordinator for the drive, says that the money raised in the one-week campaign which ended Jan. 25 was donated to the American Red Cross to support its relief efforts against the devastating drought and famine that currently are ravaging Ethiopia and much of West and Central Africa.

According to Mathes, the contribution was forwarded through the local Red Cross to the international office of the agency where it will be "used in an apolitical way to help alleviate hunger in areas of intense need."

More than 30 county departments and 1,200 employees from the local took part in the fund drive, with substantial contributions coming from members at Schenectady County Community College (\$287), the public library (\$203), and the social services department (\$110).

"We were a little bit surprised about the tremendous response we got," said Mathes. "But, then, when you look at the coverage the issue is getting in the media, you realize that we didn't have to sell it too hard to the people. They just responded to our offer to let them help out."

The Schenectady County local got involved in the drive at the request of County Manager Robert McEvoy, who was responding in turn to an overture from Gov. Mario Cuomo that state and municipal agencies help him organize and promote a statewide appeal for dollars for African relief. The governor assigned the project to the International Disaster Emergency Assistance (IDEA) Committee which in 1980 undertook a similar effort to help victims of the great earthquake that struck towns in the Mezzogiorno area of Southern Italy.

Gov. Cuomo announced at Thanksgiving time that he was reconvening the IDEA committee, saying "The faces of starving African children and the hopeless search by parents for scraps of food that we see night after night on our television screens and read about in our newspapers is numbing. Many New Yorkers have already responded to the emergency, but more needs to be done."

Mathes, a senior probation officer, said that in mid-January he and representatives from other county departments met to discuss ways to run the drive. They decided that the most effective method would be to make pleas for donations through personal contact, using letters or memos as a last resort.

"We also sent a fact sheet on the problem of African hunger to all the department heads, but I don't know how necessary that was," added Mathes. "We found that this was a need that people would readily respond to without any questions. They knew about the starvation and they trusted the Red Cross to carry out the relief."

Contributions to the Red Cross are used to collect and transport food, medical supplies and equipment to the helpless victims of famine and to put in place long-range food production programs to avert further starvation. The agency is just one of several private, voluntary or religious organizations now providing extensive relief to Ethiopia and more than 27 other African nations.

Relief agencies providing assistance to Ethiopia

American Red Cross

African Famine Relief Campaign, National Headquarters, Washington, D.C. 20006 (or your local Red Cross chapter).

Catholic Relief Services

P.O. Box 2045, Church Street Station, New York, N.Y. 10008. The major U.S. voluntary agency distributing food and coordinating relief in Ethiopia.

CARE

660 First Avenue, New York, N.Y. 10016. Food distribution and transportation.

OXFAM

Africa Crisis, 115 Broadway, Boston, Mass. 02116. Provision of Food, seed and medical supplies.

U.S. Committee For UNICEF

P.O. Box 3040, Grand Central Station, New York, N.Y. 10163. Food distribution, sanitation and basic health services.

Save the Children Federation

Ethiopia Fund, P.O. Box 925, Westport, Conn. 06881. Provision of food and medical supplies.

World Vision Relief Organization

Ethiopia Famine Relief, P.O. Box 0, Pasadena, Calif. 91109. Major U.S. voluntary agency distributing food and health care in Ethiopia.

Church World Service

Ethiopian Relief, P.O. Box 968, Elkhart, Ind. 46515. Provision of funds for food and transportation.

American Jewish Joint Distribution Committee

Ethiopian Relief, 60 East 42nd Street, Room 1914, New York, N.Y. 10165. Provision of medicines and clothing.

Grassroots International

P.O. Box 312, Cambridge, Mass. 02139. Provision of funds for food transport, medicine, relief coordination and peace advocacy.

EAP

EMPLOYEE ASSISTANCE PROGRAM

THE EMPLOYEE ASSISTANCE PROGRAM (EAP) IS A SERVICE, BASICALLY A SUPPORT AND REFERRAL SERVICE, DESIGNED TO HELP EMPLOYEES AND THEIR FAMILIES WHO ARE FACING VARIOUS PROBLEMS IN THEIR LIVES. WHATEVER THE PROBLEM—MARITAL, ALCOHOLISM, DRUG ABUSE, FINANCIAL STRAIN, LEGAL, ETC.—EAP IS DESIGNED TO HELP THE EMPLOYEE HANDLE THE PROBLEM BEFORE IT AFFECTS HIS OR HER JOB.

AT YOUR SERVICE

Part of a series of articles to be published periodically in the Public Sector concerning the services available to the membership from or through The Civil Service Employees Association.

Local control of program is key to success of EAP

"The Employee Assistance Program is a success because it is locally controlled," says CSEA EAP Director Jim Murphy.

EAP is so successful, in fact, that Murphy points out there are now more than 200 separate EAPs serving CSEA members statewide. "Literally thousands of people have been helped by EAP," Murphy says. He gives credit in large part to the EAP coordinators and EAP committee members. "The unsung heroes in the public sector of New York state today are the EAP coordinators and committee members. They give so much of themselves above and beyond the regular 9 to 5 work day."

EAP coordinators are selected by the labor/management committee which runs the local EAP program and which sets up policies for the program locally.

Coordinators are so important to the program that each must be unanimously approved by the local labor/management committee. Once approved, coordinators receive specialized training to enable them to assist employees with problems, and they spend a great deal of time researching and becoming fully familiar with important community services available in the area to deal with employee problems.

"Five years ago we had a lot of critics, especially in the so-called health professions, who said an EAP coordinator needed to be a highly skilled treatment person," Murphy notes. "We knew this wasn't the case, and we moved forward with the knowledge that a highly empathetic fellow employee could serve as the all-important first contact and link to treatment for a troubled employee."

Murphy said, "We decided to let our local people select these individuals and once they were selected, we trained them in the basic skills they would need, such as crisis intervention."

"I like to compare these coordinators to the emergency medical technicians we now find manning the ambulances in most communities around New York state. The job of the EMT is to get to the site of a problem quickly, stabilize the situation, and get the victim to the most appropriate place for treatment as quickly as possible."

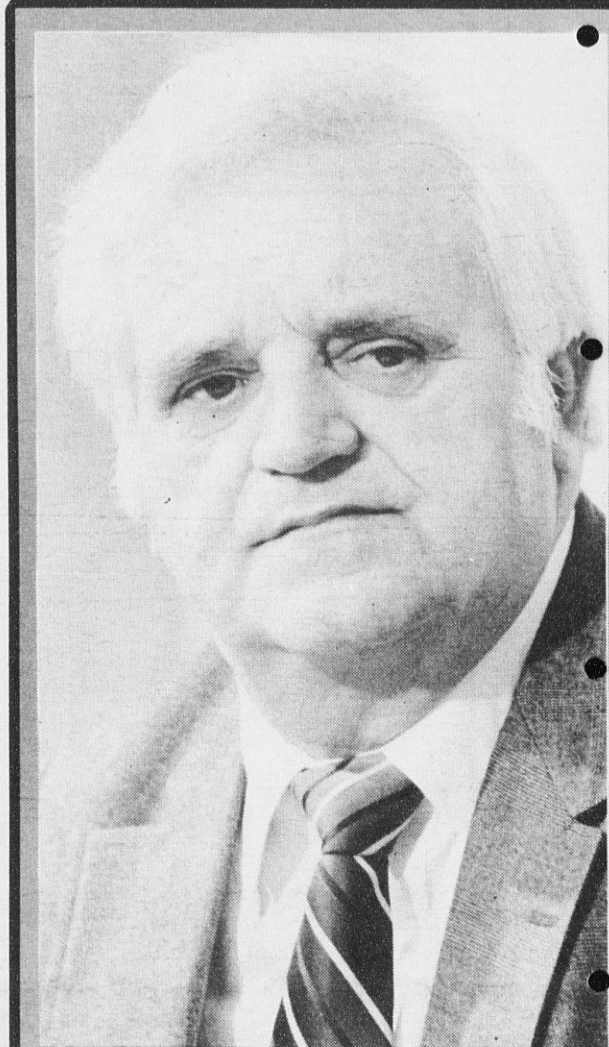
"The same is true for the EAP coordinator. He or she is usually the first on the scene when a personal problem arises. They know how to listen empathetically, and then are able to get the person to the most appropriate place for help in the community for problems which may vary from alcoholism, family problems and financial counseling to emotional and mental problems."

Murphy says the key to the success of the program is union involvement. "Remember that unions only exist to look after the well-being of the membership. I think for too many years that was construed to mean financial well-being. But we are concerned with total well-being, and this includes physical, emotional and mental well-being as well. CSEA continues to negotiate contracts to improve the financial lives of the membership, and EAP is there to address many of the other needs."

Murphy says local ownership of a program assures that the program will remain sensitive to the needs of the local employee population it serves. "In some agencies the population tends to be quite young. In these places we have seen that parenting and family concerns are predominant. In other places, where there is little employee turnover and an older population is employed, we have seen retirement and chronic health problems become the major emphasis of EAP. And in virtually every location, alcoholism and drug addiction assistance remain an important part of EAP."

EAP is free, confidential and voluntary. There is never a charge for any employee to meet with an EAP coordinator. And referrals are not discussed with supervisors, personnel officers or union shop stewards.

Participation in EAP is a decision strictly up to the employee involved. No one is required to participate, even if they were referred to the program by their supervisor or anyone else.



The Employee Assistance Program is a joint venture between CSEA and management to offer employees and their families an opportunity to seek help for personal problems of all types.

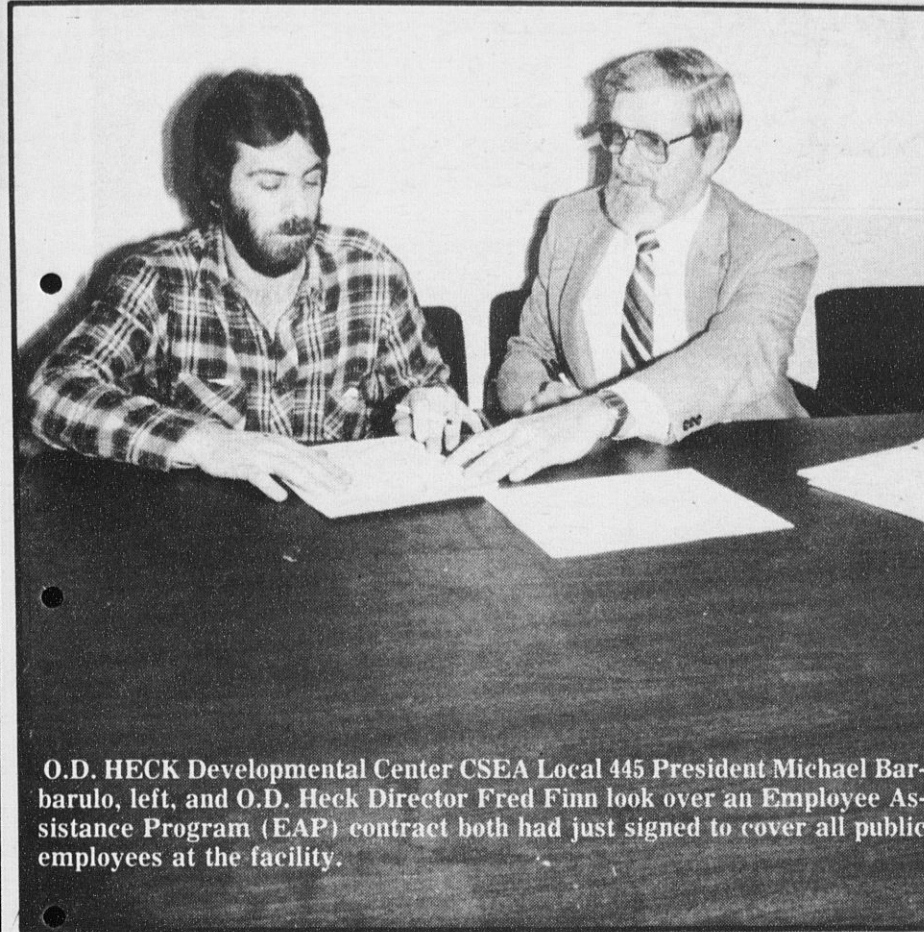
The program exists to help address the growing number of problems created by the stress and strain of our increasingly complex industrial society, and has the potential to save lives and jobs. This program is conducted in strictest confidence, with participation by employees on a completely voluntary basis.

This program already has proven successful throughout New York state and reflects another of the many benefits negotiated by CSEA in our continuing quest to obtain the kind of services which public employees deserve.

CSEA President William L. McGowan

"... we are concerned with total well-being, and this includes physical, emotional and mental well-being as well. CSEA continues to negotiate contracts to improve the financial lives of the membership, and EAP is there to address many of the other needs."

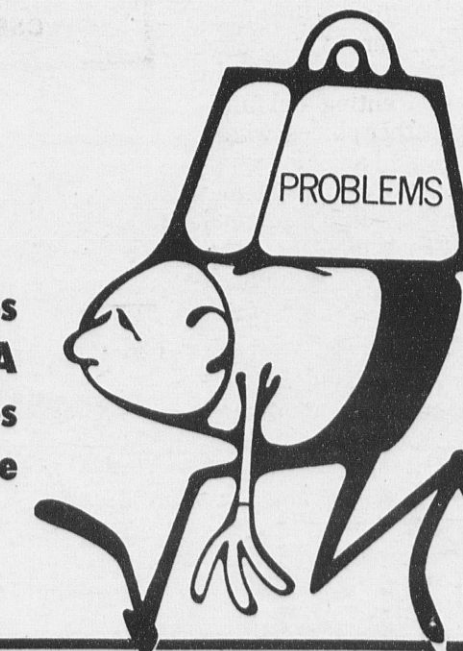
— Jim Murphy



O.D. Heck Developmental Center CSEA Local 445 President Michael Barbarulo, left, and O.D. Heck Director Fred Finn look over an Employee Assistance Program (EAP) contract both had just signed to cover all public employees at the facility.

Several ways to enter EAP program for person in need of assistance

EMPLOYEES MAY ENTER AN EAP PROGRAM IN A VARIETY OF WAYS. FOR INSTANCE, AN EMPLOYEE CAN GO TO THE PROGRAM SIMPLY BY PICKING UP A PHONE OR GOING TO SEE THE LOCAL EAP COORDINATOR. SINCE THE SERVICE IS COMPLETELY CONFIDENTIAL, MANY COORDINATORS WILL EVEN ARRANGE TO MEET CO-WORKERS AWAY FROM THE WORKPLACE TO FURTHER GUARANTEE CONFIDENTIALITY. ANY EMPLOYEE MAY ALSO BE REFERRED TO EAP BY SOMEONE ELSE. A SHOP STEWARD FOR EXAMPLE, MAY SUGGEST EAP TO A FELLOW UNION MEMBER IN ORDER TO HEAD OFF FUTURE JOB DIFFICULTIES. TOO, SUPERVISORS ARE ENCOURAGED TO REFER AN EMPLOYEE TO EAP WHEN THEY DETECT A SERIOUS DROP IN JOB PERFORMANCE IF A PERSONAL PROBLEM SEEMS TO BE THE CAUSE. BUT THE DECISION TO PARTICIPATE IS ENTIRELY UP TO THE INDIVIDUAL EMPLOYEE. AND WHILE SUPERVISORS, PERSONNEL OFFICERS OR SHOP STEWARDS MAY SUGGEST THE PROGRAM, THEY WILL NEVER RECEIVE REPORTS ON THE NATURE OF THE PROBLEM OR THE TYPE OF ASSISTANCE EAP OFFERS THE INDIVIDUAL EMPLOYEE.



Financial stress is just one of several problems that can seriously effect your job performance. EAP CAN HELP!



Summing up EAP

EAP IS BASED ON CONFIDENTIALITY. The coordinator does not discuss referrals with supervisors, personnel officers, shop stewards or members of the committee.

EAP IS STRICTLY VOLUNTARY. Although supervisors or others may recommend that an employee seek help, the employee is under no obligation.

EAP IS AVAILABLE TO EVERY EMPLOYEE where there is an EAP contract in effect. In those instances, any employee can go to EAP for help with personal problems.

EAP IS A JOINT PROGRAM OF LABOR AND MANAGEMENT. Policies are set by a committee with a proportionate number of labor and management representatives.

EAP COORDINATORS ARE SELECTED BY THE EAP COMMITTEE, which must approve any appointment.

EAP COORDINATORS ARE NEUTRAL PARTIES. They are there solely to help fellow employees.

ON-GOING TRAINING is a fact of life for EAP coordinators and members of the EAP committee to enable them to do the best job possible and be knowledgeable about latest techniques.

EAP rep position vacant in NYC

NEW YORK CITY—The statewide Employee Assistance Program has a vacancy for an EAP field representative to cover the New York City area. Interested candidates should submit a resume to Thomas Going, Statewide Employee Assistance Program, One Commerce Plaza, Suite 2008, Albany, New York 12210.

Requirements include holding a Bachelors Degree plus four years of experience or a Masters Degree in a related discipline plus two years of experience.

The successful candidate will be employed by the state of New York at a salary equivalent to a grade 18.

A flashy new idea from DOT gets rave reviews on the road

'Rudolph' lights way to safety for winter motorists in Wayne Co.

By Charles K. McGeary
CSEA Communications Associate

LYONS — For thousands of winter motorists in Wayne County, the blinking red light on the blade of a state snowplow is a welcome safety warning to steer clear. Indeed, employees at the state Department of Transportation there affectionately call the light "Rudolph" because like the popular Christmas song, it has become a wintertime favorite.

"Works like a charm," said DOT head mechanic Ron Lawson. "The guys like it because it is dependable and gives them an added safety factor in snow conditions and when turning left."

A veteran of 12 years with DOT, a shop steward for CSEA Local 519 and a member of the Region V Safety Committee, Lawson said the idea for an additional snowplow safety device first came in 1976 from John Salmon, a DOT crane operator, now deceased.

"All of us here at the Wayne County DOT residency know another safety factor was needed on the tip of plow blades," said Lawson. "At night or during snowstorms, the working blade can be a potential hazard, particularly along Lake Ontario roads where lake effect snowfall is heaviest."

Over the past eight years Lawson has experimented with a number of ideas, always looking for ways to improve a device and protect it from severe road shock.

In the winter of 1976-77 he experimented with a welded pipe on the tip of the plow blade that was painted orange, but it proved inadequate. "That same season we installed a beehive bulb light on the left front corner of the blade. Although it was an improvement, heavy road travel would loosen and shake out the bulbs," Lawson said.

The beehive system was replaced with a double-faced turn signal. "It was a better idea but we were still not satisfied," said Lawson.

"We continued to use it until 1983-84 when 'Rudolph' just sort of took shape," he said. "Utilizing parts from standard bar lights used on the front and back of other state equipment, we mounted an L-shaped bracket with a rubber socket to absorb shock. It was electronically connected to the left blinker light to provide added warning to the plow driver and passing motorists."

An experienced construction equipment mechanic, Lawson believes the device could be used effectively on all regional highway maintenance equipment.

He said there have been no accidents involving front plows since the equipment was installed, in contrast with an average of one accident a year previously.

In addition, at a cost of \$16.86 per unit, including parts and labor, the new device proved relatively inexpensive.

"The work is tough and when you have to fight the weather too, it's important for every driver to know the equipment he operates is safe," said Allen Rotach, Local 519 president and a snowplow driver.

"That's why we appreciate and respect the ta-



SAFETY WHERE IT COUNTS is demonstrated by Head Mechanic Ron Lawson, right, as Allen Rotach, president of CSEA Local 519 NYSDOT looks on. Lawson is credited with developing "Rudolph," a blinking light device for the tip of snowplow blades. Rotach and other plow drivers say the safety innovation has proven itself in snow conditions, both in driving and as a warning to oncoming motorists.



TAKING A CLOSER LOOK at 'Rudolph' in action is Chris Jamison, right, Region V OSH representative, as head mechanic Ron Lawson describes how the snowplow safety light works. The inexpensive safety device has been installed on all snowplows in the NYSDOT Wayne County residency and is credited with reducing plow/car incidents to zero in the past several years.

'Works like a charm. The guys like it because it is dependable and gives them an added safety factor in snow conditions and when turning left.'

—Ron Lawson, Local 519,
head mechanic

lent of every mechanic who works on the equipment," he added.

"If 'Rudolph' or any safety device can reduce accidents and prevent an injury or fatality, we are for it 100 percent. I'm proud to be associated with

men like Ron Lawson, because he takes pride in his work and accomplishments."

Rotach reported several villages and highway garages in the area have already adopted the new device.

Demonstrating their displeasure



Night hours draw protest

Articles written by
Stephen Madarasz
CSEA Communications Associate

NEW YORK CITY — Rallying to the aid of CSEA in its continuing battle over imposed evening hours for employees of the Workers' Compensation Board, about 300 CSEA members recently demonstrated against the plan on a cold winter night in Brooklyn. It was the first of several actions planned by the Union and was timed to an appearance by Workers' Compensation Board Chairman Robert Steingut at a mayoral forum where he was interviewed as a possible candidate.

"We're going to get through to Mr. Steingut if we have to follow him wherever he goes," said CSEA Region II President George Boncoraglio. "There's no way he's going to fuel his political ambitions on the backs of our people."

Over objections by CSEA and other groups, Steingut pushed the plan into effect in New York City on Feb. 4 without regard to the disruption it is causing employees and claimants (see accompanying story). The plan is slated for implementation in other Workers' Comp offices in the near future.

CSEA has tried to delay and modify the plan administratively and in discussions with Steingut. "But," says Boncoraglio, "Steingut's idea of dialogue is him telling everyone else what he's going to do."

Besides the Brooklyn demonstration, a series of informational pickets are in the works to tell the general public what is happening. However, according to Local 010 President Rose Sutro, it's difficult to gain public support because Steingut keeps misrepresenting the situation. "He says he's doing it for the claimants' convenience, but people are being assigned to the evening hearings whether they want them or not. The scheduling office keeps getting calls from people who can't come at night," Sutro said. She also said Steingut still insists that the plan is voluntary for workers, even though he knows that assignments are being forced on employees. "The only people who volunteered were employees on probation who had no choice."

A letter sent to Boncoraglio by Steingut after the Brooklyn demonstration also contains misleading and incorrect information. Steingut indicated that the evening hearing plan was begun Feb. 4 at Boncoraglio's suggestion. In fact, Boncoraglio pro-

posed delaying the implementation indefinitely until the impact could be assessed. Boncoraglio responded by noting Steingut's willingness to "manipulate reality and modify factual information" to meet his own desires.

CSEA says Steingut has apparently distorted his position on plans for Saturday hearings as well. Although the New York Jewish community has been assured that no plans are being followed to

institute a Saturday schedule, Steingut told CSEA officials that he has legislation drafted which would permit weekend hearings.

Meanwhile, CSEA's class action grievance challenging the evening hearing schedule is in progress. While the administrative process continues, Workers' Comp employees are being required to comply with the disruptive schedule.

Concerns and fears of workers are being ignored, they insist

NEW YORK CITY—"I'm just waiting for the ax to fall," says one employee at the Workers' Compensation Board who cannot work evening hours. "I'm a single parent and I have a child at home who needs me. I'm being asked to choose between my job and my child. I explained this in a memo to my supervisor, who told me to expect a notice of discipline."

"You can feel the tension and pressure in this place," commented another worker, "because no one knows what's going to happen." Adds a third employee, "Everything is all upset. I don't even know the start and end of my day at this point."

These and other CSEA members are already facing the trauma of the changes in hearing hours at Workers' Comp. On top of it all, they say the whole disruption is a waste of time for everybody. On the first night of the evening hearings, in one instance, 21 cases were scheduled. But only seven showed up and five of them asked for rescheduling to daytime hours. The other two asked for 4 p.m. hearings.

"This whole thing was poorly thought out and put in at random. There was one guy who showed up after receiving a notice, who works at night and had to take time off for the evening hearing. When he got here, he was told that principal medical exams were not being given at night," one worker said.

There are also reports that some claimants who showed up for hearings were refused entrance to the building by security guards. But unfortunate-

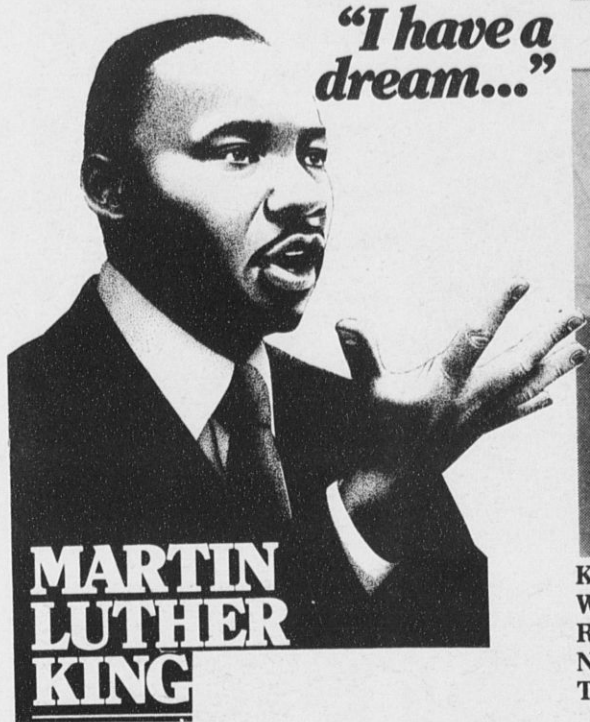
ly, security was not as tight elsewhere. For example, individual employees were required to return to large office areas that were left unlocked and unattended. "There are even muggings and thefts during the day," claims one hearing reporter who says she's afraid of having to work in an isolated area at night.

Members are also concerned about having to depend on the subways at night. "At least during the day there are other travelers, but I have to get off at a stop where the drunks and derelicts congregate at night," an employee said. Still another commuter says the evening hours meant finding a whole new way to get to work. "It usually takes an hour to get in but now I can't park where I usually do, so I have to take a different train, and it took me two hours."

Employees are also upset by the disruption in their personal lives. "I have a family and everything's going to have to be rearranged," one said. Another complained that community commitments have to be changed.

And while Steingut claims that accommodations are being made for workers on a case-by-case basis, so far those who have been excused have been told it's for one time only, and they will have to make other arrangements the next time it's their turn on the evening schedule.

"It's going to be worse. We're going to be losing people if this nightmare's not stopped," one disgruntled worker stated.



KING COMMEMORATED — Among those on hand for the recent service at RPC were, from left, Rev. Wheldon McWilliams of the First Baptist Church, Spring Valley; Charlotte Oliver, executive director of RPC; Dr. Malvin R. Goode, keynote speaker; Maybelle Whittle, mid-Hudson regional director for the NAACP; Pat Mascioli, CSEA Region III president; Glenda Davis, RPC Local 421 president; and Willie Trotman, RPC patient advocate.

Rockland PC members remember Dr. King

ORANGETOWN—Some 300 people turned out recently for a commemorative service for Dr. Martin Luther King Jr. sponsored by the unions and staff at the Rockland Psychiatric Center here.

The keynote speaker was Dr. Malvin Goode, America's first black network journalist — he began working at ABC in 1962 — who talked to patients and staff about the black civil rights movement, contributions by blacks in the U.S., and the detrimental impact of Reagan administration policies on blacks, minorities and the poor.

He spoke of how the civil rights movement began with a woman named Rosa Parks who was told to give up her seat on a bus because she was black. "She refused and America hasn't been the same since," he said.

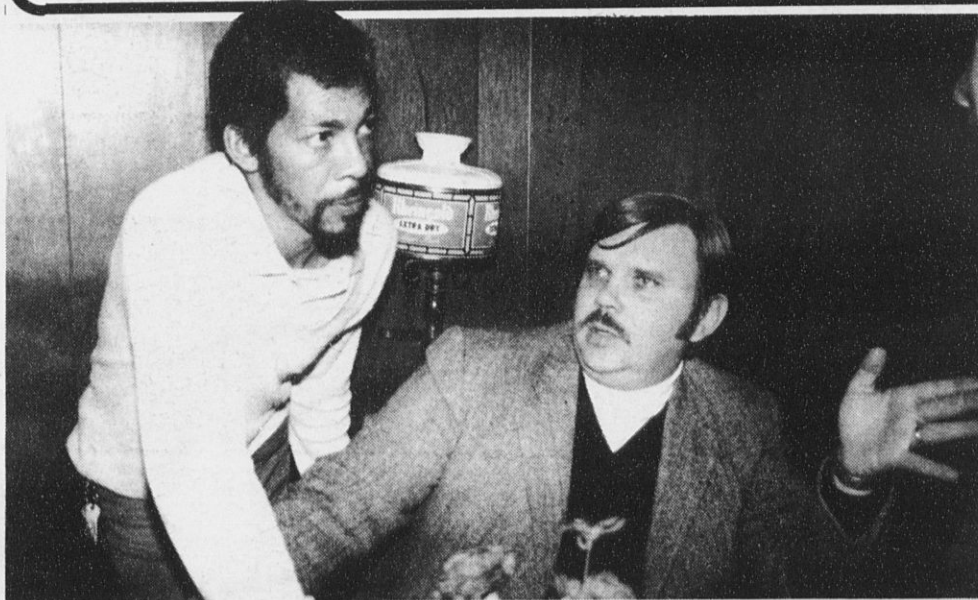
The 76-year-old grandson of slaves, Goode said, "Dr. Martin Luther King Jr. dared to dream." During interviews with King in 1966, he learned that

King was aware of threats to his life. "I asked him why he wasn't armed and he said, 'I don't have time to look over my shoulder.'"

In blasting Reagan administration policies, Goode said, "You have men like Jesse Helms and Edwin Meese who want to turn back the clock and negate affirmative action programs.

"Forty million Americans went to bed hungry last night. More than 35,000 people were homeless in New York City — in the richest country in the world — and a heathen like Caspar Weinberger wants more money for weapons."

Among the other speakers at the service was Maybelle Whittle, recently-appointed mid-Hudson regional director of the National Association for the Advancement of Colored People (NAACP). "We must establish the goals of Dr. Martin Luther King Jr.," she said. "We must demand, agitate, litigate and continue to fight."



Woodbourne Correctional Facility sponsors informational meeting

LARRY ARMSTEAD, left, president of Local 165 at Woodbourne Correctional Facility, discusses employee problems with Field Representative Steve Chanowsky during a recent informational meeting for CSEA members at the facility. Guest speaker was Joe Reedy, CSEA collective bargaining specialist, who explained how Woodbourne can participate in labor-management meetings to resolve problems. The progress of current contract negotiations with the state was also a topic of discussion.

Psychiatric social worker services now covered as matter of state law

ALBANY — A new state law which went into effect Jan. 1 requires insurance plans offering outpatient mental health coverage to include reimbursement for services provided by psychiatric social workers.

This legislation extends indefinitely coverage for these services rendered by a physician or a psychologist. CSEA members will be covered under either the Statewide Plan or the GHI option.

Last November, CSEA succeeded in obtaining an extension of reimbursement for psychiatric social worker services through Feb. 28, 1985, while the union and the state are in negotiations. At that time, the state also agreed to a CSEA de-

mand that those outpatient psychiatric expenses incurred during 1983 and 1984 be forgiven. Only those outpatient claims incurred prior to Jan. 1, 1983 will be charged against the lifetime outpatient limits.

CSEA made its demands after the state indicated it would exercise its option to return to pre-Jan. 1, 1983 reimbursement levels for outpatient psychiatric benefits. The state had that option in its agreements with all participating unions.

The new legislation supersedes former agreements and continues coverage for the social worker services.



OGS COMMISSIONER John Egan, left, and CSEA President William McGowan listen to a speaker at the graduation ceremony at the Empire State Plaza. "We'd like to see more of these apprentice programs," McGowan told graduates.



BRUCE HAMM, administrator of the New York State/CSEA Joint Apprenticeship Committee.

First grads of apprentice program

20 stationary engineers get powerful start in new careers in utilities

ALBANY—A group of 20 CSEA members was the first class ever to graduate recently from an apprentice course that began three years ago with the idea of giving public employees an opportunity for advancement while at the same time providing the state with a type of worker it desperately needed.

The graduates, who formerly held such positions as parking lot attendant and typist, are recognized now as stationary engineers and guaranteed positions in plant utilities with the Office of General Services (OGS). The new jobs are their rewards for having successfully completed 200 hours of college courses and 2,000 hours of on-the-job training for each of their three years of apprenticeship.

The three-year course completed by the graduates is called the Stationary Engineer Apprentice Program and is sponsored by the New York State/CSEA Joint Apprenticeship Committee. Employees from eight different state agencies are now eligible to participate in the program. But the members of the class which graduated in a ceremony at the Empire State Plaza Jan. 31 were pioneers in what began basically as a pilot project with benefits for the state as well as workers.

"CSEA bargained for the program in the last round of negotiations because it meant upward mobility for members in lower paying jobs. The state did it because it was faced with a skill shortage in the area of stationary engineers, plus saw the morale benefits of internal employee advancement," explains Bruce Hamm, administrator of the Joint Apprenticeship Committee.

In 1981, the first year of the program, only employees of OGS in Albany were eligible to take part. But the pilot flew so well, says Hamm, that since then employees of seven other agencies have been allowed to participate. They are the: Office of General Services (OGS), Office of Mental Health (OMH), Office of Mental Retardation (OMR), Department of Transportation (DOT), Department of Environmental Conservation (EnCon), Department of Correctional Services, Department of Parks, Recreation and Historic Preservation, and the State University of New York (SUNY).

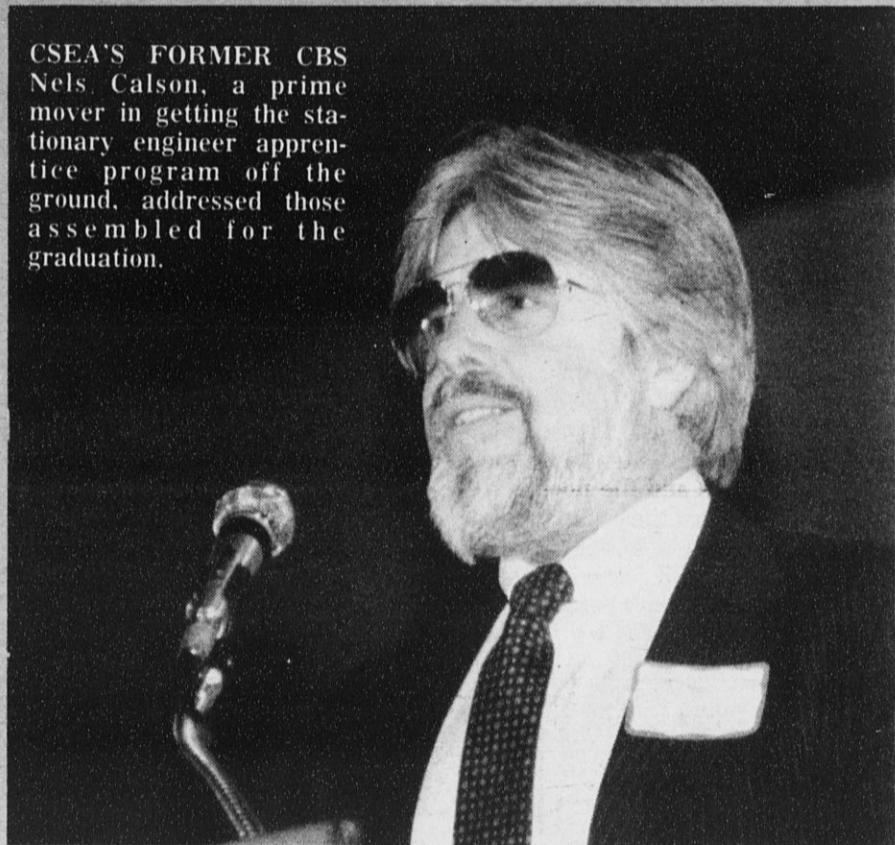
Hamm said the Department of Health soon will be participating in the program, too.

"This fall, 150 new people in state agencies from Buffalo, New York City, Long Island, Binghamton and other places began the apprenticeship program," said Hamm. "It's going well and this is probably one of the most popular and successful programs that the Office of Employee Relations is involved in."

One of the major reasons for the program's success is that it enables workers at the low end of the pay scale to advance and nearly double their income in a relatively short period of time. For instance, a grade six secretary making \$10,000 a year can in only three years jump to a grade 12 earning \$17,500 as a stationary engineer.

Another popular feature with employees is that they can continue to earn wages while they train on the job and attend college courses for credit. In addition, the Joint Apprenticeship Committee is currently petitioning the state university system for state-wide accreditation to ensure a plant utilities technology degree for participants in the program.

CSEA'S FORMER CBS Nels Calson, a prime mover in getting the stationary engineer apprentice program off the ground, addressed those assembled for the graduation.



PRESIDENT MCGOWAN congratulates Jeanette Scott, the top ranking-graduate in the apprentice program.



Student speeches on unionism are class acts

ALBANY — Awards were presented recently to winners in a speaking contest on labor history sponsored by Region IV for eighth grade students in the Troy City School District.

The speaking contest allowed students who had taken part in a classroom program on unionism last December to express their personal views on the value of the American labor movement. The program, entitled "The History of the Labor Movement," was a pilot project of Region IV to make students more aware of the contributions of unions to the way of life for American workers.

The two-day presentation included a film on

the labor movement in the United States from the 1870s to the 1960s and a discussion session conducted by representatives and members of CSEA and the district's social studies teachers who are members of the New York State United Teachers union.

The speaking contest was arranged to sustain student interest in unionism and encourage thought on the subject.

Winners in the contest were: Miranda Robbins, first place, \$50 savings bond award; Xuong Huynh, second place, \$25 award; Dorraine Teisch and Krista Vernoff, tie for third, \$10.

Four other students, Naomi Keegan, Michael Hepp, Aaron Domine and Laurie Foster, participated in the contest and received certificates of participation from CSEA.

Troy School District officials also participated in the awards presentation. All winners, participants and district officials were the guests of the region at a dinner reception at the Polish Community Center.

"This pilot project has moved the study of unionism from the pages of a textbook to a real situation right in front of the student. It may not be the whole answer to the various problems facing unions in America but it is part of that answer," said C. Allen Mead, president of Region IV.

Barbara Skelly, CSEA Region IV second vice president, Mike Terrault, Mary Gariepy and Dolores Ciannamea, members of the Troy City School Unit of CSEA assisted Unit President Betty Nichols in the presentation of the innovative educational program. CSEA Field Representative Aaron Wagner and Political Action Coordinator Edward LaPlante also participated in the program.



TOP SPOT — First place speaker in the contest, Miranda Robbins, gives her presentation on the value of unionism before CSEA Region IV leaders. They are, from left: First Vice President Joan Tobin; Secretary Judy Remington; School Committee Chairwoman Betty Nichols; and President C. Allen Mead.



WINNERS — Pictured, from left, at the awards ceremony are: Richard Carman, coordinator for Social Studies; Mario Scalzi, superintendent of Troy City School District; Krista Vernoff, third place contest winner; James Gorman, a principal of Doyle Middle School; Dorraine Teisch, third place winner; Barbara Urban, coordinator for Social Studies Audio/Visual; C. Allen Mead, Region IV president; Miranda Robbins, first place winner; Thomas McNamee, Social Studies teacher; Xuong Huynh, second place winner; Herb Dembo, also a school principal and Catherine Gaynor, assistant coordinator for Social Studies.

History of a labor history program

ALBANY — CSEA's new labor history program for school students has a history of its own that goes back more than a few years and is based on some sturdy groundwork.

Betty Lennon, currently president of SUNY Plattsburgh Local 612, was chairwoman of Region IV's education committee in the late '70s when she noticed that school textbooks on both the elementary and secondary levels only briefly touched on the American labor movement, its roots and its contributions to society.

Lennon brought the issue up to the regional president at the time, Joseph McDermott, who since then has assumed his position as executive vice president of CSEA. Out of concern that students weren't learning enough about the importance of unionism, McDermott and Lennon started to work out a format through which the subject could be taught by union members in schools throughout Region IV.

Their initial move was to distribute copies of two AFL-CIO publications — "Why Unions" and "What's 100 and Counts" — to school district units in the region and then statewide.

It was one way to get the information into the schools, but its effect was obviously limited to those students interested enough to take a look at the books.

Later, when C. Allen Mead took his current place as president of Region IV, the labor education issue came under the scrutiny of the region's school committee. Working with the CSEA Education and Training Department, Committee Chairwoman Betty Nichols designed an innovative pilot project which would use non-instructional school personnel, members of the union's staff, and school social studies teachers to teach labor history to grade school students.

The region now is studying results of the initial presentation of the program to eighth graders at W. Kenneth Doyle Middle School. A presentation to juniors at Troy High School is planned for March.

Accidents or injuries at work? Now's time to post 'DOSH-400' form

ALBANY—Does this form look familiar?

It should. It's called a "DOSH-400" and is a log of occupational injuries and illnesses which took place the previous calendar year. State law requires it be posted this month in places where employee notices are usually put up. An injury or illness is work-related if it occurs in the work environment

which is defined as the employer's premises.

If medical treatment was required, the injury or illness must be posted. If it only required first aid, it is not posted unless it involved loss of consciousness, restriction of work or motion, or transfer to another job.

The notice must be posted throughout February.

STATE OF NEW YORK - DEPARTMENT OF LABOR

For Calendar Year 19 _____ Page _____ of _____



Political Subdivision - (Employer) _____
Establishment Name _____
Establishment Address _____

INJURIES						ILLNESSES															
Fatalities	Nonfatal Injuries				Injuries Without Lost Workdays	Type of Illness							Fatalities	Nonfatal Illnesses							
Enter DATE of death. Mo./day/yr.	Injuries With Lost Workdays				Enter a CHECK if no entry was made in columns 1 or 2 but the injury is recordable as defined above.	CHECK Only One Column for Each Illness (See other side of form for terminations or permanent transfers.)							Enter DATE of death. Mo./day/yr.	Illnesses With Lost Workdays			Enter a CHECK if no entry was made in columns 8 or 9.				
	(1)	(2)	(3)	(4)		(5)	(6)	(a)	(b)	(c)	(d)	(e)		(f)	(g)	(8)		(9)	(10)	(11)	(12)

Certification of Annual Summary Totals By _____ Title _____ Date _____

THIS PORTION OF THE LAST PAGE MUST BE POSTED NO LATER THAN FEBRUARY 1, AND REMAIN POSTED FOR THE ENTIRE MONTH.

Here's how to get proper 'DOSH' form

No "DOSH-400" in your workplace?
Incomplete or inaccurate "DOSH-400" in your workplace?
If yes, contact one of CSEA's occupational health and safety specialists assigned to a regional office.
They are:

- Region 1: Ken Brotherton (516) 273-2288
- Region 2: Ken Brotherton (212) 587-8200
- Region 3: Linda Siccardi (914) 896-8180
- Region 4: Barbara Mitchell (518) 489-5425
- Region 5: Chris Jamison (315) 451-6330
- Region 6: John Bieger (716) 634-3540

Retirees make plans, set goals for '85



LOOKING OVER PLANS — Plans for the first annual delegates meeting of the retiree division were laid out at the recent workshop for retirees in Albany. Pointing out some details is Anthony Vericella, vice president of Retiree Local 910. He is flanked by Local 922 President Charles Peritore, left, and Local 921 President Don Webster.

ALBANY—CSEA retiree local presidents and members of the Retiree Executive Committee recently met for a two-day workshop here to make plans for the first annual meeting of the retiree division and to review legislative proposals for 1985, among other matters.

The retirees chose the Concord Hotel, Kiamesha Lake as the site of their first annual meeting slated to take place Sept. 30- Oct. 3. This will be the first time that retirees hold their own delegates meeting separate from the rest of CSEA, according to Retiree Coordinator Leo Hope.

Four bills top the list of legislative priorities reviewed by retirees at the workshop here Jan. 23-24, Hope also noted. Two are pension supplementation bills which would:

- increase the base pension amount from \$10,500 to \$15,000 for those who retired before Jan. 1, 1983 and increase the supplementation adopted last year by another 3 percent;
- lower the minimum age requirement for receiving the supplementation from 62 to 55.

Two other proposed measures would provide benefits for surviving spouses of retirees. Separate bills would:

- permit such a spouse to continue family coverage under the health insurance plan after the retiree's death at no more than 25 percent of full cost;
- allow an unremarried spouse to use the value of accumulated sick leave that the retiree had earned toward health insurance premiums.

Other matters discussed at the recent workshop included the revised retiree constitution and the possibility of putting together a local retiree constitution distinct from the union's general local constitution, Hope said.



GEARING UP—Getting retiree bills through the state Legislature was among matters discussed by retiree officers and members of the Retiree Executive Committee. Sitting in on a meeting are, from left: Bonita Barber, a representative from Local 905; Local 914 President Lila Larrabee; Local 914 Vice President Evelyn Pianella; and John Chesslin, the president's appointment to the Political Action Committee.



ON HAND—CSEA Executive Director Bernard Zwinak was on hand to address retirees at the Albany workshop. Sitting below is Retiree Coordinator Leo Hope.

Protect your rights, join a CSEA retirees' local

ALBANY — Retired public employees can protect their futures for just \$9 — the cost of an annual membership in a CSEA retirees' local.

The union's legislative accomplishments for retirees have included pension increases, one measure which allows eligible state employees who retired before Sept. 1, 1980 to participate in the group dental plan administered by GHI, and another which permits them to earn up to \$6,960 in parttime public employment without reductions in pensions.

But these benefits could have not have been accomplished without the political clout of the 50,000 people who already belong to retirees' locals. And it is in the special interest of retirees who have not yet joined their ranks to do so.

Membership gives retired public employees a voice through lobbying efforts in state government. In addition there are a number of other benefits including a retirees' newsletter issued periodically, special mailings on selected issues, local meetings to share ideas and exchange information, social gatherings and access to a retirees' department staffed by professionals at CSEA Headquarters.

For additional information, contact the CSEA

Retiree Department by calling (518) 434-0191. To sign up, fill out the form below and send it with a

\$9 check to: CSEA, 33 Elk St., Albany, N.Y. 12207.

NAME: _____

Print LAST NAME above FIRST Name Initial SOCIAL SECURITY NUMBER

MAILING ADDRESS: _____

Street and Number City State ZIP Code

IMPORTANT! Please Complete the Following Information:

• DATE OF RETIREMENT: _____ • NUMBER OF YEARS of Service: _____

• LAST EMPLOYED BY: (Please check ONE. If other than State, give name of government you worked for.)

STATE OF NEW YORK TOWN: _____

COUNTY: _____ VILLAGE: _____

CITY: _____ SCHOOL DISTRICT: _____

RETIRED MEMBERSHIP DUES: \$9.00 for period ending Sept. 30, 1985

Signature of Applicant ► _____

APPLICATION FOR RETIREE MEMBERSHIP
 THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
 Local 1000, AFSCME, AFL-CIO / 33 Elk Street, Albany, New York 12207

PROVIDING ADEQUATE PENSIONS FOR

RETIREMENT:

It's a matter of conscience

Legislative effort relentless

Push for changes continues

CSEA, which last year achieved a number of major gains and alterations in the New York State Employees' Retirement System, is right back this year pushing for additional gains, in some instances seeking improvements in the exact areas where partial gains were made the previous year.

And while the multi-tiered retirement system is more-or-less a fact of life after the state Legislature passed a reform package in 1984 when the despised Tier III segment had to be made permanent or else expire, the system is still always subject to legislative alterations. And CSEA stands on record as having a never-ending objective to gain elimination of the 3 percent that workers hired after July 1, 1976 (the start of Tier III) must contribute to the system. That is but one of a number of changes CSEA seeks in the retirement system during the current legislative session.

SUPPLEMENTATION EFFORT RENEWED

CSEA scored a major achievement in 1984 when it convinced the state Legislature to pass and Gov. Cuomo to sign legislation providing retired state and local government employees their first pension cost-of-living increase since 1981. That important bill backed by CSEA provided a 3 percent increase for public employees who retired between 1971 and 1979 and increases ranging from 6 percent to 42 percent for those who retired before 1971 and who receive generally smaller pensions. Those increases will remain in effect, unless changed, through August, 1987.

And CSEA wants to change those figures right away, during this session of the Legislature. Says CSEA Retiree Coordinator Leo Hope, "While we appreciate the increases granted last year, they did not go far enough. This session we're looking for increased supplementation to compensate for inflation increases and cutbacks in Medicare and other senior citizen programs by the Reagan administration."

One aspect of the supplemental allowance increases last session was raising the supplementation base to the first \$10,500 of pension income, up from the previous ceiling of \$8,000. "Good, but not good enough," says CSEA's Hope. And for that reason, the union this legislative session is seeking to increase the previous supplementation by at least an additional 3 percent down the line and make employees who retired before Jan. 1, 1983 eligible for this increase.

STILL MORE CHANGES SOUGHT

Another very important change CSEA seeks to achieve legislatively is the reduction of the eligibility age to receive supplementation lowered from the present age 62 to age 55. That's the age at which workers hired before July 1, 1973 (and

therefore enrolled in Tier I of the system) can retire with full benefits. Employees hired since July 1, 1973 cannot receive full benefits if retiring before age 62.

A pair of important bills which lingered in committee and did not make it to the floor for a vote of the legislators last session are back in the hopper from CSEA again this session, with lobbying sure to be heated by the union for passage this time.

One would allow an unremarried spouse of a retired employee of the state who died on or before April 1, 1979, to continue individual health insur-

ance at not more than 25 percent of the cost if the retiree had family coverage at the time of retirement.

Another bill would allow the surviving spouse to use the value of the unused sick leave at the time of the retiree's death to reduce the premium cost by the value of that sick leave.

"As long as we have seriously inadequate pensions we will be in the vanguard of those seeking to correct the injustice," Hope said. "The population of New York state as a whole is growing older on average while the actual cost-of-living increases. It is a matter of conscience that we do everything possible to see that retirement benefits are adequate for the needs."

CSEA lawsuits are changing the Tier III plan in major ways

Tier III of the multi-tiered State Public Employees Retirement System is different, substantially so, in form today than it was as recently as last year, even after the state Legislature passed a so-called reform bill that changed the system.

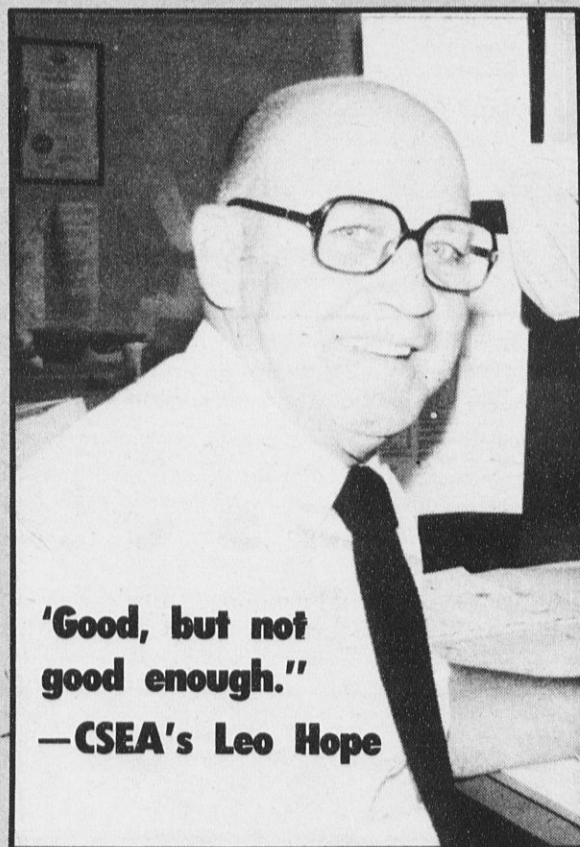
That's because CSEA was successful in a major lawsuit which brought about important changes in the Tier III plan that the union found offensive in the Legislature's reform package.

Last year the Court of Appeals, New York's highest court, agreed with CSEA that the Legislature and governor acted unconstitutionally when they made some of the changes in Tier III.

CSEA's lawsuit overturned a change that allowed the retirement system to keep the 3 percent contributions made by employees who leave public employment before being vested (10 years of enrollment in the system) until the worker reached 62 years of age or died. A second important change overturned by CSEA's lawsuit diminished death benefits for families of deceased Tier III employees.

"As important as the restoration of benefits is, this victory goes far beyond that," CSEA Chief Counsel James Roemer said at the time of the court victory. "The court has said that pension benefits have a constitutional protection...now those benefits are clearly protected."

That ruling applies to all employees hired before Sept. 1, 1983.



'Good, but not good enough.'

—CSEA's Leo Hope

THE 'OFFSET' FACTOR

Convincing the state Legislature in 1983 to eliminate the Social Security "offset" provision then in effect for Tier III members is one of the most important changes in the retirement system brought about by CSEA.

Until that important legislative change, the pensions of people retiring under the Tier III plan were reduced by half the amount the individual received in Social Security benefits.



20-hour shifts in Western New York

Public workers battle a fierce winter storm

Information compiled

By Ron Wofford

CSEA Communications Associate

BUFFALO — When the massive blizzard of '85 began to roar into Buffalo and parts of western New York last month and the general public began digging in for the duration, public employees were gearing up for the digging out.

And as the snowfall began to close businesses, curtail jobs and close highways, that small army of public workers was just getting down to business, providing what level of public services were possible and tackling the task of reopening snow-bound roadways.

The blizzard of '85 dumped more than 30 inches of snow on the area in less than 48 hours, and driven by 50 mph winds, snow drifted to depths of more than 10 feet in some places. The storm closed Buffalo's airport for a couple of days and all but emergency traffic was restricted in the city itself.

More than 120 state Department of Transportation workers, members of CSEA DOT Local 514, battled the fury of the storm in an effort to keep state highways open.

"It really tore up the workweek," said Local 514 President Ron Dockery. "But storms don't follow a schedule, so we had to all pitch in until the job was done."

And "getting the job done" meant working 12 to 20 hour shifts in many cases, and fighting to see through blinding snowfall while looking out for drivers stranded in their vehicles. And it meant working with giant snowblowers and plows brought in from other DOT regions not affected by the storm.

Many of the DOT workers became unsung heroes, Dockery noted. "Several DOT drivers had to alert local police and tow trucks after discovering cars that had slid off the road or become hopelessly stuck."

DOT Supervisor Sam Provenzo had plenty of praise for the "tremendous effort" put forth by workers at the five substations in the region. "It was really a team effort."

Efforts by the state highway crews augmented efforts by city and Erie County workers, who are AFSCME-represented employees. In turn, the City of Buffalo street crews received assistance from Army National Guard units, who were diverted from winter training in the Watertown area to aid in the snow removal effort in Buffalo.

It wasn't the first major storm this season in the snowbelt area around Buffalo, and it probably will not be the last. Whenever the next storm strikes, Dockery said, "we'll be ready to get the job done."

BUFFALO—The magnitude of missed work days due to the recent blizzard in western New York has prompted many questions about loss of pay.

To gain perspective of the total problem, a survey of state CSEA locals has been launched by Region VI President Robert L. Lattimer.

"It is important to remember that the various state locals and civil service law dictate how most snow day situations are handled," Lattimer cautioned. "However, we will review all the data sent to us and assess what can be done."

Most local government and school district contracts address the issue of missed work days due to snow, according to Region Director Robert L. Massey.

The Lattimer survey asks the region's state local presidents to provide in writing a description of the local situation.

The response should include answers to the following questions: Was a state of emergency declared?; Was there a ban on driving?; Was the worksite closed, and if so, who closed it?; How was the announcement made?; How many members were affected?; How many people got to work? How many days were missed?

Lattimer recalled attempts following the famous blizzard of 1977 to have lost snow days restored to employees. "We were finally successful in getting a bill passed and signed to restore days that were charged to accruals," he noted. But he cautioned an important element then was the federal disaster designation that applied in 1977. This time the initial request for federal disaster aid for the Buffalo area has been denied, but Gov. Mario Cuomo has submitted a second request.

"We will keep our members informed of developments as they occur," Lattimer declared, "but it is important the survey results be returned to this office as soon as possible."