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Friday, July 29, 1983



BLAME GOV. CUOMO for the slow services to motorists by the Department of Motor Vehicles is the message from this DMV employee who participated in an informational picket line last week in downtown Albany.

UNDERSTAFFING IS SHORTCHANGING THE TAXPAYING PUBLIC

Many state agencies and some local governments are so critically understaffed that the quality of service being delivered to the taxpaying public is at unacceptable levels and deteriorating rapidly, the Civil Service Employees Assn. is charging.

Union officials blame Gov. Mario Cuomo and the State Legislature for the worsening situation, saying it's the direct result of unnecessary recent employee layoffs coupled with the early retirement incentive program. Together, union officials claim, layoffs and early retirements have virtually decimated the workforce at many agencies and those local governments which followed the state's lead in reducing staff.

The problems are most acute at those locations which have direct contacts with the public, the State Department of Motor Vehicles being a prime example. But, says CSEA President William L. McGowan, "The DMV situation is only the tip of the iceberg; similar problems exist in other state agencies, some are just not as visible, and in local governments that have followed the state's lead in reducing staff while trying to deliver the same number of services."

As for DMV, McGowan calls the understaffing problem "an impossible situation. Because of a 22 percent reduction in staff," he says,

"three workers are trying to do the jobs of four."

Last week, McGowan took to the streets, along with CSEA Executive Vice President Joseph E. McDermott, CSEA Capital Region President C. Allen Mead, and DMV Local President Dann Woods, to join a large group of irate DMV employees who used their lunch hour to conduct an informational picket line outside DMV's massive complex in downtown Albany.

The DMV employees said they wanted to make public the fact that a seriously reduced workforce is responsible for slower services, and that the public should direct their complaints to the governor and the State Legislature, and not at the overworked employees.

Regional President Mead said that what is now most apparent in DMV is occurring

(Continued on Page 5)

CSEA PRESIDENT WILLIAM L. MCGOWAN TALKS ABOUT THE SERIOUS PROBLEMS ASSOCIATED WITH UNDERSTAFFED STATE AND LOCAL GOVERNMENT WORK LOCATIONS IN HIS "PRESIDENT'S MESSAGE" ON PAGE 5 OF THIS ISSUE.

Affirmative action plan may wipe out established civil service list in DOL

ALBANY — A move by the Department of Labor to supplant an existing Civil Service list and use an affirmative action program to promote and assist the upward mobility of DOL employees has drawn the fire of CSEA.

"I have no problem as far as the affirmative action program goes, but what I want to know is what is going to happen to the people on the established Civil Service List. They have rights too, and I think we need a solution to this situation," says CSEA Labor Department Local 670 President Jeanne Lyons.

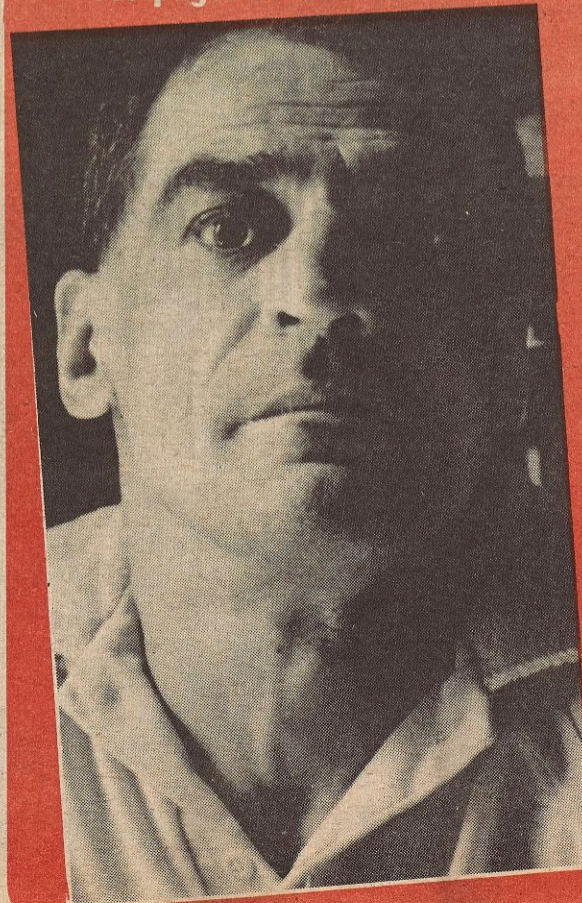
At present, 35 names are on a 1979 list. A dozen of these exam-qualified employees are CSEA members. The exam qualified the workers for a computer programmer trainee program which starts at a grade 13 and goes to grade 14 and 18 over a 30 month period.

This timetable is the same as announced in the new affirmative action program announced to the DOL workers in June.

"These people, who took the 1979 test, put time and effort into preparing for the examination. They passed the exam. Now, after all their effort, they should not just be overlooked," Lyons said. "I don't see why the affirmative action program should force these people out."

The matter is under discussion on a statewide labor-management level and CSEA hopes for a positive resolution soon.

A MAN OF UNCOMMON COURAGE — See pages 10 and 11 —



Union charges Saratoga County Sheriff Bowen interfered in union matters

BALLSTON SPA — CSEA has filed an improper practice charge against Saratoga County Sheriff James Bowen, charging the sheriff interfered with and attempted to influence Sheriff Department employees in exercising their rights to support CSEA as the employees' collective bargaining agent.

According to the improper practice charge filed by CSEA with the Public Employment Relations Board (PERB), Sheriff Bowen purposely scheduled a departmental meeting during the afternoon of July 6 and knowingly allowed representatives of the Sheriff's Benevolent Association (SBA) to utilize the meeting to communicate with the department employees. CSEA says the incident was for the sole pur-

pose of promoting the SBA and to discourage employee support for their recognized representative, CSEA. SBA recently filed a challenge to CSEA representation.

"It is apparent that Sheriff Bowen wants to be able to control the employees' labor representative and because of his actions with the supposed independent group, I suggest the initials SBA stand for Sheriff Bowen's Association," CSEA Field Representative William Lochner stated. "This action shows how little respect the Sheriff really has for any law which does not allow him to rule the roost."

PERB will schedule a hearing on this improper practice charge in the near future.

Grievance leads to payment of increment due

MINEOLA — Lucille Hall, a food service worker at the Nassau County Medical Center, will be getting a \$500 increment that was due her on Jan. 1.

CSEA filed a grievance on Hall's behalf charging the county violated Section 11.2 of the collective bargaining agreement which requires that an employee have 90 days notice if a decision is made not to award an increment. But in this case only 64 days notice was given.

Moreover, the contract specifically defines "days" to mean "working days."

In deciding the case, the arbitrator commented, "The contract is clear on its face that when the county is to provide notice of denial of increment, it will provide 90 working days notice" and he therefore ordered Hall be given an increment.

The decision is another victory for the union's legal assistance program and Nassau County Local 830.



MANUEL BARREIRO, center, director of resources for the Westchester County Department of Social Services and a member of CSEA Local 860, has been elected president of the Mt. Vernon Board of Education. Barreiro recently attended his first Local 830 meeting since being named Board president, and is shown with, from left, Local 860 Presi-

dent Pat Mascioli; Local 860 Political Action Committee Chairperson Eleanor McDonald; Barreiro; Mt. Vernon Non-Teaching CSEA Unit President Marie Lewis, and Bill Hughes, vice president of the Mt. Vernon Non-Teaching Unit. Barreiro won a 5-year term on the Board of Education with the endorsement and support of CSEA in 1980.



CSEA REGION II SCHOLARSHIP WINNERS — Winners of \$500 CSEA Scholarship Awards from Metropolitan Region II are flanked by Regional President Frances DuBose-Batiste, left, and

Regional Director Ron Mazzola, right. Winners are Belinda Katz, second from left; Darryl Wisher, center, and Kelly Carstensen.

Angry, out-of-work, highway employees demand jobs back with Rensselaer County

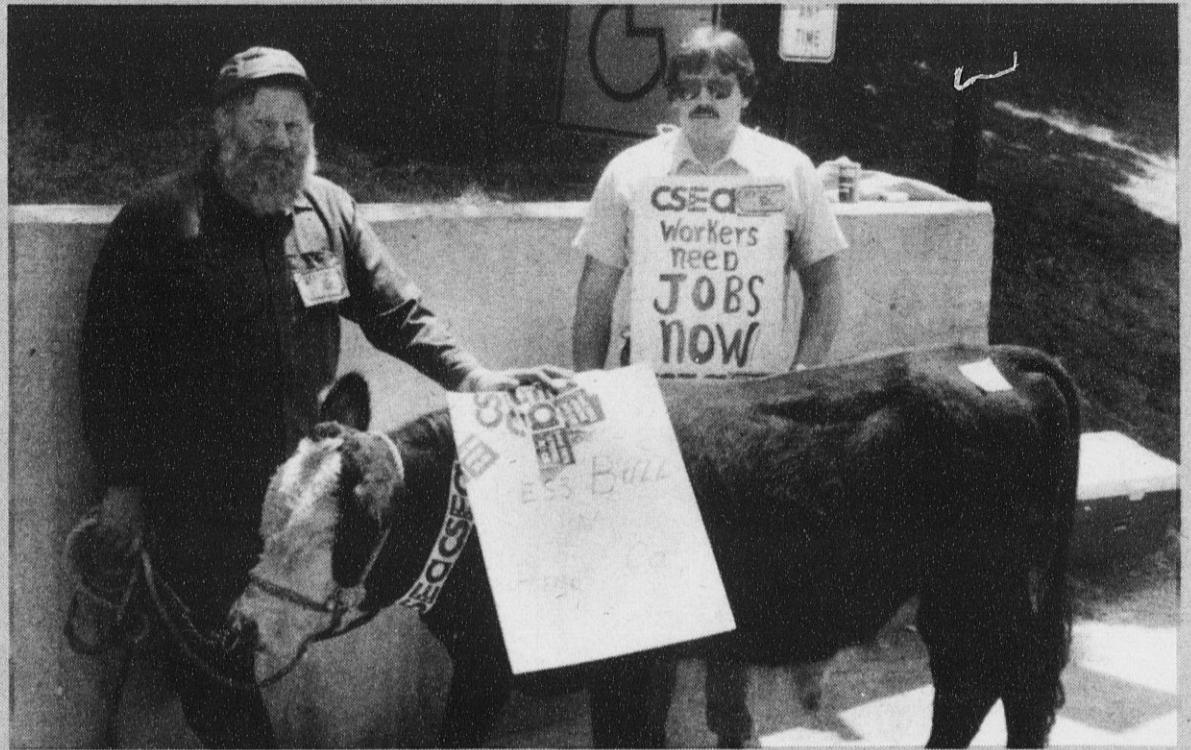
TROY—Fed up with the “bull” they have been hearing from Rensselaer County politicians as to why the county can’t use excess funds in the budget to rehire them, some of the 49 county highway workers laid off several weeks ago used a little bull to generate attention to their situation.

Pedro, a baby bull owned by laid off highway department employee Dick Yerke, joined a group of Rensselaer County unit and local officials on a small but effective picket line recently.

“Rensselaer County politicians want to forget about these men and their plight,” Carol Larpenteur, unit president, said. “The county is now reporting \$1 million extra in sales tax income, a 35 percent increase in OTB revenue and a near \$100,000 profit in a rent-a-cell program, but none of this money can be used to rehire laid off workers, they say. That’s bull.”

CSEA also used this media event to inform the public that the County now wants to use welfare recipients to do some of the jobs the laid off workers used to do.

“The politicians are now looking for a way to get some work done on the highways without having to rehire the workers and admit that they were wrong. They want to use 10 welfare workers to cut back brush, dig trenches, etc. These are jobs our workers used to do. And if the county tries to put welfare recipients into our



PEDRO, a baby bull owned by Dick Yerke, left, a laid off highway department employee, carried a sign calling for “less bull” in Rensselaer County during recent demonstration on behalf of 49 highway department workers laid off several weeks ago in a political dispute. CSEA Capital Region President C. Allen Mead, who joined in the protest demonstration, stands behind Pedro.

members’ jobs, we’ll take them to court,” Larpenteur threatened.

While Pedro seemed to enjoy his brief day in the sun, his future is bleak. Yerke, who said he

may lose his house and car if he doesn’t find another job soon, reports that Pedro will soon be heading for the freezer if he can’t find a job to put food on his family’s table.

You may be eligible to convert part of your life insurance coverage

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

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

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

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

CSEA
Insurance Department
33 Elk Street
Albany, NY 12224

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

NAME: _____
Last First Middle Initial Maiden
Home Address: _____
Street City State Zip
Place of Employment: _____
Social Security Number: _____
Sex: _____ Date of Birth: _____

Mohawk Valley health plan now available

ALBANY — A comprehensive new health care benefit program is now available to CSEA members who live or work in Schenectady and Southern Saratoga counties.

The Mohawk Valley Physicians Health Plan is a health maintenance organization. The plan not only pays for health care when the employees are ill, but also pays for services to keep them well. Except for a \$3 visit fee, such services as periodic physicals, pediatric care, immunizations and gynecological visits are fully covered. The program has no deductibles and no forms to file.

A special enrollment period is available until Aug. 12 for those members eligible to participate in the plan. To give CSEA members an oppor-

tunity to evaluate the program coverage and examine the pros and cons of selecting this health care alternative, special informational meetings have been scheduled as follows:

- Aug. 3, 7:30 p.m., 108 Union Street, Schenectady.
- Aug. 8, 11 a.m., 29th floor conference room of the Empire State Plaza Tower Building, Albany.
- Aug. 8, 1:30 p.m., 2nd floor conference room, 84 Holland Ave., Albany.
- Aug. 9, 10:30 a.m., Chancellor’s Hall, NYS Education Building, Albany.

Information may also be obtained through personnel offices or by calling the Mohawk Valley Physicians Health Plan directly at 370-4793.

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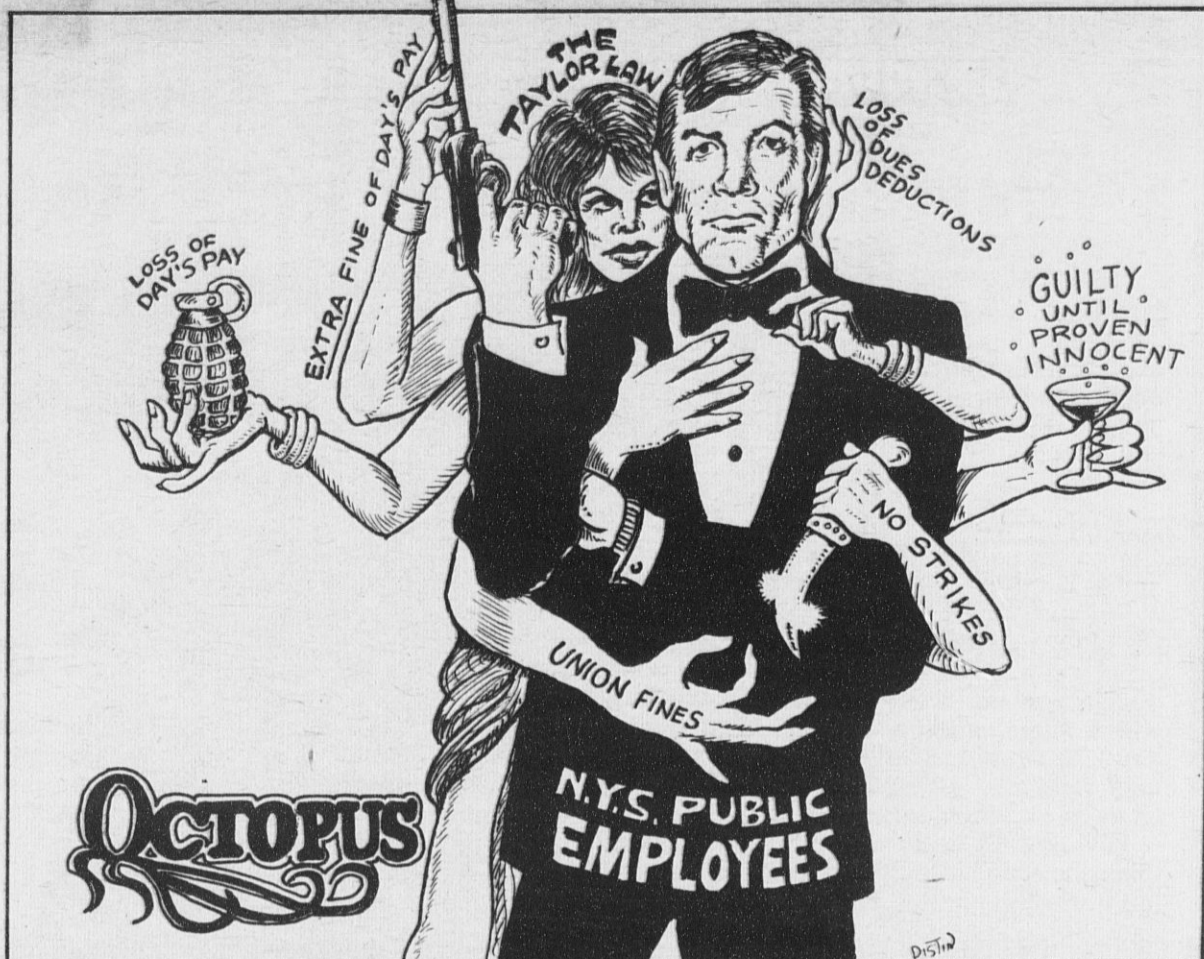
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Day care center slated for Kings Park PC

KINGS PARK — A day care center will be opened at Kings Park Psychiatric Center under an agreement between CSEA and management, Tony Bentivegna, president of Kings Park Psychiatric Center Local 411, has announced.

Applications for the post of director are being sought, Bentivegna said, and persons interested should apply to Tanya Ann Lowe, Administrative Unit vice president and a member of the labor-management committee making plans for the new service.

Bentivegna said the center would be available to working parents at an ex-

pected fee of \$55 for a five-day week, and reduced rates for members in special financial need.

Under the state labor contracts, the state agreed to provide a physical location for a day care center established by a local labor-management committee. Operating costs are to be borne by tuition fees.

Applicants for the directorship should have a bachelor's degree and two years of early childhood teaching experience or closely related experience. Lowe may be contacted by submitting a resume to her in care of the CSEA Local 411 office at 75 E. Main St., Kings Park, N.Y. 11754.

Deadline extended for union computer positions

CSEA has extended the deadline to apply for four positions in its newly-expanded Computer Department from Aug. 1 to Aug. 12.

In addition, minimum qualifications for two of the positions were misstated in the July 15 edition of *The Public Sector*.

Candidates applying for the position of systems analyst should have an associate's degree in data processing/computer science and three years experience in systems design and programming using COBOL, FORTRAN or PL/1 with at least one year of experience in systems analysis; or five years

experience as above with at least three years of systems analysis work.

Minimum qualifications for the job of computer programmer/analyst include an associate's degree in data processing/computer science and two years experience in programming using COBOL, FORTRAN or PL/1 with at least six months experience in systems analysis work; or four years experience as above with at least six months of systems analysis work.

Interested candidates should send resume specifying position desired to Personnel Director, 33 Elk St., Albany, N.Y. 12224.

6,000 apply for tuition-free LEAP courses

ALBANY — The response to tuition-free courses offered by CSEA/LEAP, the Labor Education Action Program, has been overwhelming.

Director Thomas Quimby reports that approximately 6,000 applications were received by the July 25 deadline. Applicants will be notified by mid-August if they are accepted for courses.

CSEA/LEAP is a three-year project funded with state monies for employees of the administrative, institu-

tional and operational bargaining units. Its purpose is to promote advancement through education and training.

Preparing for the future, CSEA/LEAP is mailing 12,000 questionnaires this month to a scientifically selected cross-section of state employees to learn more about the type of tuition-free courses they want.

The CSEA/LEAP office is located at 488 Broadway, Albany, N.Y. 12207. The telephone number is (518) 434-8151.

CSEA Staff Openings

Education and training specialist sought

ALBANY — CSEA is now accepting resumes for the position of education and training specialist.

Duties will include designing workshops and seminars and providing training for union members on such aspects of unionism as contract administration, leadership and negotiations. Some traveling and weekend work will be required.

Candidates should possess a bachelor's degree in an education-related field or have five years of appropriate experience in a labor environment. Experience in adult education and the use of educational aids and techniques would be helpful. A driver's license and car for business use are required.

Resumes should be sent by Aug. 15 to Personnel Director, 33 Elk St., Albany, N.Y. 12224.

Treasurers training seminars scheduled

ALBANY — Statewide Treasurer Barbara Fauser has announced the following additional dates for training sessions to certify or recertify treasurers:

- Region V, 9:30 a.m., Aug. 13, Hotel Syracuse (certification).
- Region I, 7 p.m., Aug. 23, Regional Office, Hauppauge, for towns, villages and school districts (recertification).
- Region I, 7 p.m., Aug. 24, Regional Office, Hauppauge, for units of Suffolk County Local 852 (recertification).
- Region I, 7 p.m., Aug. 25, Salisbury Inn, East Meadow, for units of Nassau County Local 830 (recertification).
- Region VI, 10:15 a.m., Sept. 10, Buffalo Convention Center (certification and recertification).
- Region II, 5:30 p.m., Sept. 29, Downstate Medical Center (certification).

Region VI has also scheduled a training session for secretaries at 10:15 a.m. on Sept. 10, at the Buffalo Convention Center.

Questionable commission beefed up while

Understaffing hits critical stage in several agencies

ALBANY — The problems caused by staff reductions in the Department of Motor Vehicles have drawn a lot of attention in the media because the public is feeling the pain.

Our members in DMV are trying to cope with an impossible situation. Because of a 22 percent reduction in staff, three workers are trying to do the jobs of four.

This year the Governor and the Legislature passed huge increases in the fees for driver's license and auto registration renewals. Although everyone is paying more for these services, they are getting much less.

The DMV situation is only the tip of the iceberg; similar problems exist in other state agencies, some are just not as visible, and in local governments that have followed the state's lead in reducing staff, while trying to deliver the same number of services.

When the snow starts flying and there are not enough people to plow the roads, the situation will be dangerous.

It is odd that, while the Governor preaches the gospel of "doing more with less" in the civil service, he has taken the opposite approach with a politically appointed commission.

The biggest feud between this Governor and Republican Senate Majority Leader Warren Anderson erupted when the Governor replaced

two members of the State Commission of Investigation.

The political war centered on the fact that one of the people the Governor removed from the 25-year old "temporary" commission is a friend and political ally of Senator Anderson's.

The Governor and Senator faced off in what Assembly Speaker Stanley Fink called "an apparently ridiculous impasse."

The solution? Increase the four-member commission by 50 percent. Create two new, politically-appointed, parttime \$37,170-a-year commissioners. So, the commission expands to six members even though the Governor says he wants to abolish it, and many critics say it's worthless.

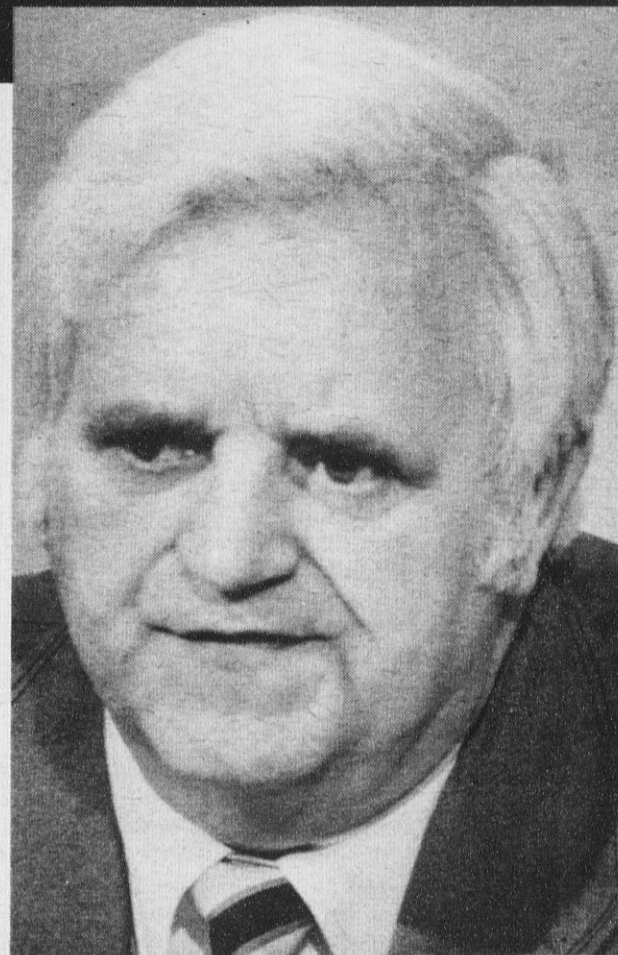
Is this "more with less"? If there's enough money to create new parttime commissioners, at a total cost of more than \$100,000.00, isn't there enough money to fill vacancies in agencies that deliver vital services.

We agree with the Governor's criticism of Reaganomics, but we have to say that "more with less" is looking a lot like "trickle down". It seems that in the "family of New York" the "rich uncles" eat high on the hog, while those who need services, and those who deliver those services, are treated like "poor relations."

President's Message

Fraternally,

Bill
WILLIAM L. MCGOWAN



Understaffing leads to reduced services

(Continued from Page 1)

elsewhere as well. "The taxpayers of this state will soon be up in arms as they feel the double edges of Mario's economic sword — higher fees and slower services."

Long lines and long delays have become com-



monplace for motorists visiting DMV facilities lately. One DMV employee in the informational picket line also pointed out "it usually takes four weeks to get license requests processed, now it takes eight weeks."

Last week The New York Times ran a large story on the DMV situation in the greater New York City area under the headline "Staff cuts slow Motor Vehicle Dept. to crawl."

"Because of a hiring freeze last year, followed by layoffs and the institution of an early retirement plan, the department's offices from Albany to Staten Island have become scenes of disorder and frustration," the Times reporter determined.

Motor vehicles extends registration expiration 7/27/83

United Press International

Motor vehicle registrations due to expire Sunday, July 31, have been extended to midnight Monday, Aug. 8, the state Department of Motor Vehicles announced Thursday.

The DMV noted the registration extension has no effect on motor vehicle insurance coverage.

The DMV said it extended the registrations to accommodate the large number of renewals at the end of the month and because the month ends on a weekend.



CAPITAL REGION PRESIDENT C. Allen Mead, left, and CSEA Statewide Executive Vice President Joseph E. McDermott, right, joined DMV employees protesting staff cuts and resulting extra workloads.

DMV EXTENDED the July 31 motor vehicle registration deadline until August 8, purportedly because of a calendar situation. But, says CSEA, the most likely reason has to do with DMV having a serious staff shortage that has resulted in an inability to handle the work on time.

Four new contracts in Southern Region



TWO-YEAR PACT — Town of Harrison CSEA officers and Supervisor John Passidomo sign their new two year contract. Seated are Passidomo and Unit President "Pug" Lanza. Standing, from left, are unit Vice President Grace Ann Aloisi, Board of Directors members Joe Stout and Joan Rosa, and unit Secretary Norma Ponce.

8.5% wage hike in Harrison unit

HARRISON — Members of the Town of Harrison CSEA unit have lost their supervisor, and the State of New York has gained a new commissioner of Motor Vehicles. However, John Passidomo did not leave his Town Hall office until completing negotiations with the unit for a new contract. Passidomo was the town's chief negotiator for 18 years before leaving for his Albany post.

The new agreement gives town employees an 8.5 percent pay hike retroactive to Jan. 1. For 1984, paychecks will go up 4 percent Jan. 1 and an additional 4 percent July 1. Among other benefits negotiated was the continuation of medical insurance for the spouse and dependents of deceased members.

The unit is part of Westchester County Local 860. Unit President "Pug" Lanza says, "one of the most difficult tasks in negotiations this time was the maintaining of rights and benefits which were agreed upon in prior years. I'm happy to say there were no give-backs."

3-year agreement for Haldane schools...

COLD SPRING — Over three years of their new contract, employees of the Haldane Central School District in Putnam County will enjoy a 21.4 percent pay boost.

As of July 1, paychecks were increased 7 percent. Two raises of 6.5 percent go into effect each of the following two school years. Increments, where due, will be added to the raises. Longevity payments were increased \$25 for employees with 15, 20 and 25 years of service, and \$50 for those who have 30 years with the school district.

But drivers will be paid at time-and-a-half for the first four hours of an activity trip and straight time after that. On weekends, time-and-a-half will be paid for the first six hours. Bus driving runs to New York City will mean an added \$10 for drivers.

Sick day accumulation has been increased five days to 185. Upon an employee's death, his or her beneficiary will be compensated for unused sick days at the rate of \$10 a day. Bereavement leave has also been extended.

Employees will be granted 20-minute coffee breaks each day. Building closing and lock-up will be offered to the night custodial staff on the basis of seniority. Should no one volunteer, the least senior night staff member will be assigned.

The district's grievance procedure has also been improved.

The committee was comprised of Unit President Maria Helback, and members Theresa Valentine, Gerry Krudziel, Ralph Garrison and Anthony DeMaio. Diane Campione is field representative.

... and for Town of Cornwall

CORNWALL — Employees of this Orange County town on the Hudson River will enjoy increased pay, and more vacation and sick days under a new three-year contract approved by CSEA members and the Town Board.

The first 6 percent pay hike is retroactive to Jan. 1. Two additional 6 percent raises go into effect in 1984 and 1985.

Sick days will be earned on the basis of 13 per year and may be accumulated to 120 days. Town employees with 20 years service will also be given five weeks vacation under a new clause in the agreement.

The town will continue the 25 year retirement plan under the New York State Retirement System with the death benefit option. A new section in this part of the contract allows the conversion of sick leave for additional retirement credit.

Field Representative Diane Campion praised "the hard work of the negotiating team." The committee included Unit President Elton Babcock as well as Jane Lewis, Chet Gardner and Joe Sheehan.



CONTRACT REVIEW — Field representative Joseph O'Connor, seated right, reviews the contract for the Chappaqua Central School District in Westchester County with officers of the unit. Looking on with him are, seated from left, Herbert Strobert and George Gustin, members of the negotiating team, and Unit President Lou Scozzafava. Standing are Unit Vice President John Carreno and negotiating team member Juan Martinez. Not pictured are Joe DelDuco and Lou Buno.

Chappaqua School District ratifies pact

CHAPPAQUA — When employees in this Westchester County school district got their first paychecks of the new academic year, there was a 7.5 percent pay increase over the previous year, thanks to a new contract ratified by CSEA members and the Board of Education.

An additional 8 percent pay raise goes into effect next July 1. Head custodian differentials will also be increased by 7.5 percent and 8 percent under the two years of the agreement. The same percentages are being used for increases in night differentials for 1983 and 1984.

The district will also contribute \$305 toward the CSEA Employee Benefit Fund for each employee. Starting July 1, 1984, the district will also pay the cost of a \$25,000 group life insurance policy. Employees will only have to contribute 5 percent of the premium for their health insurance coverage.

Field Representative Joseph O'Connor says the unit, part of Westchester Local 860, is pleased with the contract, and thanks the work of the CSEA Negotiating Committee for hammering out "a fair agreement."

Failure to assign overtime ruled a contract violation

ALBANY — New York State will have to pay because it failed to assign overtime to a motor vehicle operator at Craig Developmental Center.

James Hoffman will be compensated for a "lost overtime opportunity" based on a grievance he filed when only one driver was assigned to transport clients even though two buses were required. A recreation therapist was used to drive the second bus.

The state argued before Arbitrator Thomas Rinaldo that since the recreation therapist was not paid overtime, he was not depriving Hoffman of overtime.

CSEA cited Article 28 of the Operational Services Unit contract which provides that, "overtime shall be distributed equitably among qualified employees who normally do such work." Since the therapist was doing out-of-title work, the union argued that Hoffman's contractual rights were violated.

Rinaldo found merit in the union's arguments, commenting: "The work, if it was to be performed, had to be performed by a motor vehicle operator. Since the work occurred outside the regularly scheduled hours of the motor vehicle operators, it was available overtime to which grievant Hoffman was entitled." The state was, thus, directed to compensate the grievant for the "lost overtime opportunity."

The decision is another win for CSEA's legal assistance program.

Ron Mazzola named to top region post

ALBANY — CSEA President William L. McGowan has appointed Ron Mazzola as the new Metropolitan Region II director.

Mazzola was hired as a field representative in 1970, and became a collective bargaining specialist eight years later. But his CSEA involvement really started in 1966 when, as a public employee, he helped organize the City of Rye Unit of Westchester County Local 860.

Rye later became the first city there to implement a contract under the state's Taylor Law.

Mazzola has been acting Metropolitan regional director since February, and says he is eager to "continue serving the needs of our membership in New York City."



Work and Health

By Phillip L. Polaloff, MD
Director, Western Institute for
Occupational Environmental Sciences

The so-called "accident-prone worker" is a scapegoat often trotted out to stall effective safety measures. But an accident — in many cases — is not the result of clumsiness or momentary lapse of attention. It could be the conclusion of a long string of contributing factors.

Dr. Stephen Zoloth and David Michaels, MPH, occupational health specialists at Montefiore Hospital in the Bronx, pinpointed such factors in a special safety issue of Occupational Health Nurse magazine. They included heat, noise, lighting, toxins, improper training, inexperience, fatigue, shift, variability of tasks performed, speed of work, and the type of production incentives used.

One study cited by the two specialists, for example, showed that accidents increased 25 percent with every 5 degrees Fahrenheit rise or fall from an optimal temperature mediated by humidity, airflow and acclimatization.

Instead of putting the blame on the victims, perhaps we should look more closely at the "accident prone workplace."

These places where accidents are waiting to happen are not only in hot and heavy industries. Let's look at the health care industry itself. Surely, one might expect, that scrubbed-down, starched-up environment should be free of risks

for employees. Unfortunately, that's not the case.

Dr. Jeanne Stellman, writing in the same safety issue of Occupational Health Nurse, cited excessive accident rates among nurses and kitchen workers. A recent survey of one medical center, she says, found that nurses accounted for 60 percent of reported accidents, although they represented only 33 percent of the workforce. Kitchen workers, who comprised only 10 percent of the workforce reported 19 percent of the accidents.

Dr. Stellman, who was editor of the special issue of the nurses' journal, is executive director of the Women's Occupational Health Resource Center (WOHRC), School of Public Health at Columbia University in New York.

Among hazards she listed are needlestick wounds which can allow infections to invade the body, injuries from lifting, improper storage of chemicals in laboratories and inadequate staff training.

Hospitals also get a going over from Patricia Cayo Sexton, author of "The New Nightingales: Hospital Workers, Unions, and New Women's Issues," published last year by Enquiry Press, New York.

As one hospital aide told the author:

"In an eight-hour day, an aide lifts about 3,000 pounds. She gives maybe 20 baths in the morning and lifts more than a man in an auto assembly plant. That's why her back goes."

'Accident-prone' label may apply to workplace as well as to worker

Sexton is professor of sociology at New York University and a trade unionist. Her research, sponsored by the Coalition of Labor Union Women, is based on interviews with national and local union leaders, management, and women workers in hospitals in California and Pennsylvania.

Here's another excerpt from her book on the subject of on-the-job health and safety from a hospital workers viewpoint:

"People get toxic reactions from the gas used in sterilizers. Administrators like to talk about all the protection gear they'll give the workers, but they never talk about changing the kind of gas used so workers won't need protection."

Running like a dark thread through these observations about job hazards in the health care industry — traditionally top-heavy with women workers — is stress.

Job stress is not unique in this industry. It plays a major role in accidents and general health everywhere. Working under stress for short bursts may improve performance. But prolonged stress takes its toll in such complaints as headaches, insomnia, gastrointestinal disorders and many more.

Burdened with these uncomfortable, potentially harmful distractions, workers may have more accidents. But they are not necessarily "accident-prone." The workplace and work practice may be the real culprits.

Union wins case against Suffolk over failure to post job opening

HAUPPAUGE — John Bartunek will get an opportunity to apply for the job of neighborhood aide because Suffolk County failed to post that the position was vacant.

Arbitrator Irving Bergman issued that ruling after Bartunek filed a grievance which charged the county with violating the CSEA contract which requires, "each department within the county shall post new positions or vacancies concerning non-

competitive and labor class employees for a period of no less than 10 working days."

The county had traditionally argued that it did not have to post vacant entry level positions but, as a result of the arbitration, has now conceded that posting is required.

The concession is a major victory for Suffolk County employees who belong to CSEA Local 852 and is, as well, another win for the union's legal assistance program.

Empire State College Information Day



CSEA/P — Betty Kurtik, left, Clerical and Secretarial Employee Advancement Program representative at the Empire State College CSEA Information Day, fields a few questions from Empire State College Personnel Director Jan Zimmer and CSEA Local President Judy Remington. The event, ranked as "one of the best" by those involved, featured information tables on a variety of topics of interest to the employees.



INSURANCE — Empire State College employees surround Allan Christian and Tom Casey from Jardine Ter Bush & Powell at the day-long event.

June employee suggestions save taxpayers \$8,079

Eighteen state employees received awards for suggestions last month representing \$8,079 in net first-year savings to New York State taxpayers.

Allison Smith, an engineering technician with the Department of Transportation in Albany, received the largest award in June, a \$300 award for developing a program which allows quick computation of "Span Wire Analysis" required for all new traffic signal installations.

Vincent Napolitano, a head clerk at the Workers' Compensation Board in New York City, received a \$100 award for proposing a private messenger service.

John Lawlor, a bridge repair supervisor II with the Department of Transportation in Poughkeepsie, received a \$100 award for suggesting a device which would grip bent guiderail posts and allow them to be straightened with a winch or come-a-long.

James Scordo, a motor equipment mechanic with the Department of Transportation in Watertown, received a \$100 award for suggesting that a radiator hose be attached to a framing cross member on Mack dump trucks. The hose will serve to prevent chafing of the cross member and prevent its failure.

Kathryn McMahon, a clerk with the Workers' Compensation Board in Albany, received a \$100 award for suggesting the Certificate of Insurance in Behalf of Employer form be revised to provide a space for changes of name, address, etc.

Other awards approved during June include:

\$70 — Vicki Carroll, clerk, Motor Vehicles, Albany.

\$50 — Marc Tracey, social services trainee II, Social Services, Albany; Richard Matters, engineering materials technician, Transportation, Albany; Ernst Stroebel, senior bacteriologist, Health, Albany.

\$45 — June Brandoli, senior stenographer, Civil Service, Albany.

\$25 — Daniel Stoffel, principal stationary engineer, Mental Health, Kings Park; Bernice Lowenthal, director, Agency Human Resources Management, Alcoholic Beverage Control Board, New York City; Ralph Brooks, senior personnel examiner, Civil Service, Albany; Donald Jerrett, highway equipment operator, Transportation, Mexico; Doris Bauer, typist, Workers' Compensation Board, Rego Park.

Funding to help correct public building hazards

ALBANY — A school district, a village, a town and a county which are all represented by CSEA have won the lion's share of \$20,065 in special state funds to correct hazards in public buildings.

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

Here is a breakdown of the grants:

- Lewiston-Porter Central School District (Niagara County) received \$2,079 to correct fire hazards in the ceilings of certain rooms of the North Elementary School.

- Village of Silver Creek (Chautauqua County) was granted \$9,988 for corrective action on four facilities. Improvements scheduled include installing railings at the sewage treatment plant, along length of dam and at dam and intake building on King Road, and along ramp from the chlorination building.

- Town of Horicon (Warren County) was provided \$1,284 to correct conditions in and around the town garage.

- Chautauqua County Department of Social Services administrative building in Jamestown was allocated \$5,005 to improve access out of building in case of fire or emergency.

open competitive

STATE JOB CALENDAR

FILING ENDS AUGUST 8, 1983

Title	Salary	Exam. No.		
Education Publications Editor	\$17,694	25-972	Public Service Publications Editor	22,132 25-962
Education Publications Editor, Assistant	28,772	25-974	Transportation Planning Aide I	10,299 25-949
Education Publications Editor, Senior	22,132	25-973	Chief of Developmental Center Treatment Services	47,221 28-513
Housing Consumer Representative	17,894	25-957	Environmental Specialist (Cultural Resources)	22,132 28-523
Museum Publications Assistant	22,132	25-975	Medical Conduct Investigator, Principal	32,020 28-533
Public Information Specialist	17,694	25-230	Transportation Contracts Analyst	28,772 28-531
Public Information Specialist, Senior	22,132	25-231	Transportation Contracts Analyst, Assistant	22,132 28-530
Public Information Specialist, Associate	28,772	25-232	Coastal Development Specialist I (Planning)	17,694 80-071
			Coastal Development Specialist II (Planning)	22,132 80-072

Deadline for withdrawal of Tier III contributions is Aug. 31

ALBANY — With new Tier III retirement legislation taking effect Sept. 1, the New York State Employees' Retirement System has indicated that no applications for withdrawal of contributions can be accepted after Aug. 31 from Tier III members who are under age 62.

"This also means, for example, that any of our members who have been laid off, who were under Tier III, and who are under 62 years of age, have only a few weeks in which to apply to withdraw their accumulated 3 percent contributions to the retirement system," CSEA

To apply for a withdrawal, you must use Form RS 5014. It may be obtained from your personnel office or by contacting the NYS Employees Retirement System, Alfred E. Smith State Office Building, Albany, N.Y. 12244. The telephone number is (518) 474-7736.

President William L. McGowan noted.

After Sept. 1, contributions already made by Tier III members, as well as future contributions, will not be refundable, even if service is terminated, until the member reaches 62 years of age or dies.

"This is one change in the law that we vehemently objected to and which we will challenge," McGowan stressed. "But in the meantime, we urge members who are terminating their employment to note this important deadline."

Barge canal cutbacks focus of special meeting



NYSDOT Barge Canal Local 502 President Frank Zamiello, standing at table center, discusses the threat of barge canal employee cutbacks with Village of Ilion marina officials at a recent special meeting called by Mayor David Wickersham. The group expressed concern for the future of the canal and the effect a shortage of manpower and service would have on the recreational and commercial use and income from the marina. Shown at the table signing CSEA "Save The Canal" petitions, from left to right are, Ken Dack, trustee; Mayor David Wickersham; Charles Sullivan, marina master; Frank Zammiello; Dennis Wright, marina commission; Mike Maloy, committee chairman and Mark Evans, marina attendant.

Corcoran denounces ACOI election actions

ALBANY — CSEA is "highly indignant" over the actions of the Albany County Opportunities Incorporated (ACOI), which have caused the ballots in a private sector representation election to be impounded.

"CSEA has not allowed local ACOI actions to interfere with the rights of the private sector employees to join or refrain from joining a union," John D. Corcoran Jr., Capital Region director said.

"But now, on the very day of the election, ACOI has asked the National Labor Relations Board (NLRB) to impound the votes of the election participants. This action leaves these individuals and CSEA up in the air about their representation status. That's totally unfair."

ACOI has appealed the local NLRB determination of their status as being a private sector organization under the jurisdiction of the NLRB to the federal NLRB in a move to cloud the representation issue.

"Apparently, the executive director of ACOI has something to hide. Why else would he at the last minute be seeking to have the workers suddenly placed into another sector of the labor force?" Corcoran said.

A look at some bills passed in last legislative session

ALBANY — Although the recent session of the state Legislature was a "mixed bag" for public employees, some progress was made.

Here is a glimpse of bills passed by the Legislature that Gov. Mario Cuomo has already signed:

- TIER III PENSION PLAN IMPROVEMENTS, especially elimination of the Social Security "offset."
- WORKERS COMPENSATION PACKAGE INCREASE; unemployment and disability benefits increased.
- VIETNAM ERA CONFLICT DATES; defines era as extending from Jan. 1, 1963 to May 7, 1975.
- TEMPORARY PROMOTIONS PROTECTION; contractual bonuses remain intact.

McGowan: Bomb searches not responsibility of public employees

ALBANY — "Bombs bursting in air" could very well be more than a line from the national anthem for CSEA members who work in various political subdivisions.

State CSEA President William L. McGowan has issued a warning that public employees be on guard against disaster awareness plans which require them to do bomb searches during bomb scares.

The union leader complained that "such a program endangers our membership and cannot be tolerated." Accordingly, McGowan has sent a letter to CSEA local and unit presidents which declares: "Bomb searches must be performed by trained experienced personnel, experts in the field."

"In the event that management, at any location, tries to direct its employees to perform these duties, object to the procedure and contact your field representative."

McGowan's concern was prompted by spreading reports of disaster awareness plans which state that no employee should ever feel "duty obligated" to inspect or even touch a suspected bomb, but then go on to detail specific search responsibilities for maintenance and janitorial workers.

Civil service exam series to air in Westchester Co. Aug. 6

TARRYTOWN — Many CSEA members in Westchester County will be able to tune in their TV sets this summer to view the four-part series on how to improve their performance on Civil Service examinations.

The four-part series, produced by CSEA and the Governor's Office of Employee Relations, is being broadcast this summer by McLean Cable Associates on cable Channel 26. Based in Tarrytown, McLean Cable serves 17,000 households in Westchester County.

The entire series will run from 10 a.m. to noon on Saturday, Aug. 6.

"The booklets that accompany the series are available at all Westchester libraries which have a Job Center, such as Ossining," explained McLean's program director, Emilie Spaulding. She added that they also hope to air the programs on the Peekskill cable system in the near future.

The television series focuses on test-taking attitudes, what to expect during an oral examination, and preparing for the math portion of Civil Service exams.

Videotapes of the series are also available for showings through CSEA regional offices throughout the state.

RON ENGL A MAN OF UNCOMMON COURAGE, OPTIMISM



RON ENGL looks to the future, hoping for improvements for the handicapped. "God help us if they don't change a couple of laws," he says.



CSEA LOCAL 602 MEMBERS donated this used wheelchair van to the Engls, making it easier for Ron to transport his wife, Donna.

'What kind of society . . . allows this to happen?'

By Ron Wofford
CSEA Communications Associate

BUFFALO — Ron Engl is a man of uncommon courage and optimism.

Engl is a victim of cerebral palsy who must also struggle to provide adequate medical care for his wife, Donna, also a cerebral palsy victim who also suffers with crippling arthritis. The arthritis has left Mrs. Engl totally and permanently disabled and in need of 24-hour nursing care. In addition, Engl must also provide for their healthy 15-year-old son, Bill.

Engl's lifelong battle with cerebral palsy took an unusual twist last fall, forcing him to choose between two undesirable options. Ironically, his problems

Faced with the choice of possibly divorcing his wife of 17 years, Engl feels it "wasn't fair to even have to make such a decision. It didn't seem like she would be better off without me, because we're always in a financial crunch. But I didn't think about it long. I love her too much."

escalated when a CSEA-negotiated state pay raise pushed his annual salary, as a mail clerk for 26 years at the State University of New York at Buffalo, to \$12,794. That amount was above new federal-aid eligibility guidelines, forcing Engl to confront his undesirable options.

His two options? "One was to get a divorce, thereby making his wife eligible for continued medicaid, or resign his job and apply for disability retirement," said Barb Christy, president of CSEA Local 602, of which Engl was a member.

"Ron showed his character and courage by choosing the latter option," said Kathy Berchou, a vice president of Local 602. "He resigned not knowing if his disability claim would be approved. After all, he had held a job for 26 years."



"I LOVE HER TOO MUCH" Ron Engl says of his wife of 17 years, Donna, to have seriously considered divorcing her so she would become eligible for Medicaid benefits. As a result, Engl chose to

Engl's disability retirement was finally approved, but not before he was forced to accept Erie County welfare subsistence for several months. "That was something that I really didn't want to do," said Engl, "but I had no choice."

And even though Engl is now receiving Social Security and disability retirement income, the difference between \$1,056 monthly coming in and \$966 going out for Medicaid, rent, utilities and food leaves him "walking an economic tightrope," according to CSEA Region VI President Robert L. Lattimer, who has written to President Reagan and Governor Cuomo in Engl's behalf.

"The slightest unplanned expense that pops up

will obviously throw his budget planning right out the window," Lattimer continued.

As an example, he pointed out two "overpayments" the federal government claimed had been made to Donna during her husband's employment. The \$400 and \$200 claims had to be repaid, despite appeals and "their impoverished condition," said Lattimer.

Engl said he would like to work a part-time job to supplement his income, but "if I increase my income, they will only increase the \$375 I now have to pay monthly to Medicaid. They make it damn unprofitable for a guy."

"They took somebody who was effective and productive and made him non-productive," President Lattimer wrote in letters to President Reagan and Governor Cuomo.

"What kind of society and government allows this to happen?" Lattimer asked. "Do we really care or do we merely pay lip service?"

Despite his problems, Engl maintains an optimistic outlook because of his many friends and co-workers. "They're like family, always have been."



retire from state service before he wanted to and apply for disability retirement in an effort to make ends meet.

"I always thought I would work until I was at least 55, or die with my boots on. I wish there was some way that I could work part-time at my old job for two or three days a week. But taking care of Donna is my full-time job now," Engl says.

A recent uplift for the Engls' was the donation by Local 602 members of a used wheelchair van that will allow Engl to transport Donna with less of a struggle than in his compact auto.

And while Engl is very appreciative, he doesn't expect to be making too many pleasure cruises with the van, citing the expense of gas and maintenance costs.

Region President Lattimer said he plans to continue trying to cut through the red tape and regulations to see if some accommodations can be made for the Engls' situation.

Meanwhile, Engl, a pioneer of the employee assistance program at SUNY Buffalo, said he wants

"Any changes are probably a long way down the road. But maybe (publicizing) our story will blaze the trail for better understanding in the future."

people to know "that they shouldn't give up when problems arise. They should hang in there."

"That's why EAP has big meaning for me. Because I know the problems that people can have." And Engl, who expressed gratitude to State Senator Dennis Gorski for help through a long battle

"It's too late for me, but there are more handicapped people coming along, and God help us if they don't change a couple of laws."

for Medicaid assistance, feels that a union like CSEA is "so necessary, because there's only so much one person can do."

But he is hopeful something will be done soon for improving the lot of the handicapped. "It's too late for me," said Engl, "but there are more handicapped people coming along, and God help us if they don't change a couple of laws."

Lattimer calls for national catastrophic insurance plan; laudes efforts of Erie County Social Services personnel

BUFFALO — The predicament of the Ron Engl family points out a need for a national catastrophic health insurance plan, according to Robert L. Lattimer, Region VI president.

Lattimer, who spent an enormous amount of time and energy seeking aid for the Engls', said, "There are many others who are falling through the cracks of the so-called safety net."

"The Engl case," Lattimer says, "shows the defects in the system, and a catastrophic health insurance plan would be genuinely helpful in covering such situations."

Lattimer said in the many meetings he held with federal state and county officials, "it was continually pointed out to me that the structure is so rigid, that no one has the discretionary authority to make allowances in cases such as that of Ron Engl."

The region president lauded the "extremely cooperative attitude" of the Erie County Social Services Department.

"But they are hamstrung," Lattimer noted, "by the system and the enormous bureaucracy."



HELPING OUT — Firm support for Ron Engl, seated left, has come from CSEA. Here Ron is surrounded by CSEA Region VI President Robert L. Lattimer, left, Local 602 President Barbara Christy, standing right, and Local 602 First Vice President Kathy Berchou, seated right.

Safety specialists, health officials discuss AIDS



UNION CONCERNED — CSEA safety specialists met with officials from the state Health Department in Albany recently to talk about AIDS, the puzzling disease which has

spread fear among the general public. From left are safety representatives Angelo DeVito, John Bieger, Jim May and Linda Siccardi.

ALBANY — One of CSEA's safety specialists recently got a call from a state worker who wanted to know if it was safe to take a piece of paper supposedly touched by someone with AIDS. The specialist replied, "Yes, it is safe," and went on to explain that the risk of AIDS at the workplace is virtually nil.

In fact, all current medical information indicates that there is no evidence AIDS is spread by any of the following:

- sneezing, coughing or spitting;
- handshakes or other nonsexual physical contact;
- toilet seats, bathtubs or showers;
- utensils, dishes or linens used by an affected person;
- food prepared or served by an affected person;
- articles handled or worn by an affected person;
- being around an affected person, even on a daily basis over a long period of time.

AIDS — Acquired Immune Deficiency Syndrome — is a recently identified disorder in which the body's natural immune system is damaged, reducing the ability to fight off infections and diseases. The July 15, 1983 edition of *The Public Sector* featured a four-page section about the disease.

And, in the union's continuing commitment to keep its members fully informed, Collective Bargaining Specialist Bob Guild and staff safety specialists Jim May, Mitchell Brathwaite, Linda Siccardi, Angela DeVito and John Bieger met in Albany last week with state Health Department officials.

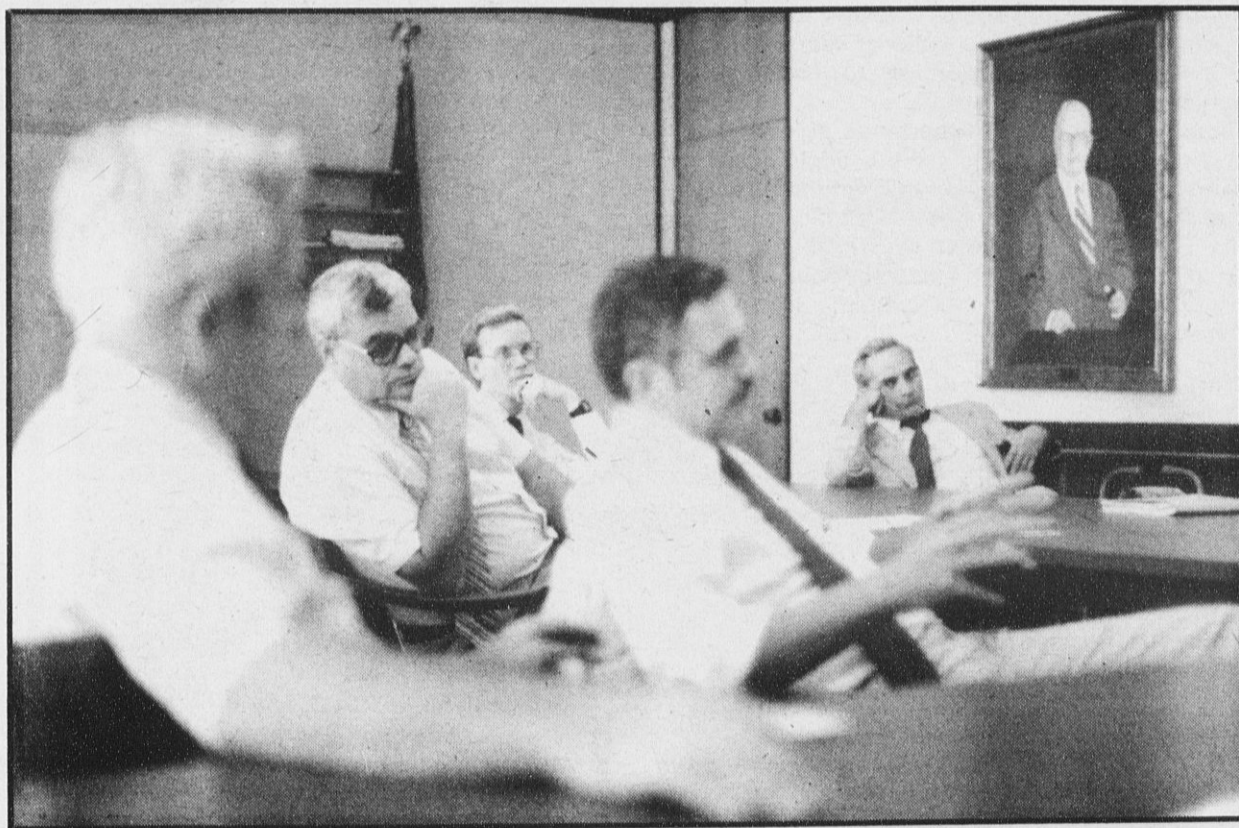
Tom Gibbs, assistant director of the Governor's Office of Employee Relations, chaired the session, which he described as an opportunity to "share information and take a look at our reaction system."

Guild noted that CSEA is encouraging its members to report concerns about work locations to their CSEA local president, shop steward or field representative.

These concerns then will be relayed to CSEA Headquarters and taken directly to the Health Department where Gibbs pledged there will be "full cooperation." In fact, during the meeting, when a safety specialist inquired about a Department of Health memorandum outlining procedures in providing care to AIDS patients, or performing laboratory tests or studies of clinical specimens, copies of the memorandum were immediately obtained and distributed.

Sexually active male homosexuals and users of intravenous drugs run the greatest risks for AIDS. Approximately 75 percent of those who have developed it are homosexual or bisexual men; 15-20 percent are admitted users of intravenous drugs. Some cases also have been found among Haitian immigrants and hemophiliacs.

Based on this data, according to the State Health Department, the risk of AIDS can be reduced by avoiding illicit drug use, especially IV drugs, and by limiting the number of homosexual partners and avoiding sex with persons whose past history and health status are unknown.



ADDRESSING AIDS — Discussing aids are, from left, Thomas Gibbs, assistant director of the Governor's Office of Employee Relations; Robert Guild, CSEA collective bargaining

specialist; Paul Moore, of the state AIDS Institute; William Leavey, deputy director of public health; and Dr. Herbert Dickerman of the AIDS Institute.

Commissioner sets record straight on AIDS cases among health care workers

ALBANY — A report by the Center for Disease Control in Atlanta of four cases of AIDS among health care personnel should not be misinterpreted, says state Health Commissioner David Axelrod.

The cases span a two-year period and were all previously reported. Moreover, none of the four persons in the course of their work ever cared for or had known contact with the blood or body fluids of AIDS victims.

"There is no evidence to date of secondary transmission of AIDS to a health care worker or

any other individual through casual contact," says the health commissioner, who also reports that no cases have been reported among physicians, nurses or other health care personnel not associated with known risk groups.

A recent edition of *The Public Sector* indicated that AIDS has not been found among health care personnel, but in light of the report it can still be said that there is no documented evidence of any direct or indirect link between the four reported victims and their health care occupations.

Legislature approves extra funding for 10 school districts

ALBANY — Approximately 3,000 CSEA members who work in small city school districts can breathe a little easier. The state Legislature has approved extra funds, known as Hurd Aid, to help them close budget gaps because state law limits the amount they can tax residents.

Here is a breakdown of the aid that school districts with CSEA bargaining units will receive in 1983 as compared to assistance granted in 1982:

	1983	1982
Mt. Vernon	\$6,900,000	\$5,900,000
Newburgh	5,000,000	4,300,000
Niagara Falls	4,300,000	2,235,000
Peekskill	3,800,000	3,150,000
Poughkeepsie	3,800,000	3,500,000
Kingston	2,600,000	3,000,000
Schenectady	2,400,000	2,000,000
ackawanna	2,100,000	2,100,000
Middletown	2,100,000	1,500,000
Troy	2,000,000	1,500,000
Glen Cove	1,800,000	1,100,000

Fulton	1,000,000	1,200,000
Auburn	750,000	1,325,000
Hudson	700,000	500,000
Corning	400,000	400,000
Port Jervis	400,000	400,000
White Plains	350,000	1,200,000
Binghamton	300,000	300,000
Plattsburgh	300,000	300,000
Oneonta	250,000	250,000
Glens Falls	150,000	150,000
Mechanicville	150,000	150,000
N. Tonawanda	150,000	156,000
Rome	150,000	150,000
Rensselaer	100,000	100,000

Statistics reveal that Hurd Aid went up in 10 cities, down in four and stayed at the same level in 11 cities. Meanwhile, Larry Scanlon, CSEA's coordinator of School District Affairs, commented that while the assistance is "welcome news because many people were hanging in the balance, he believes "the real solution is an overall reform of the way we finance all public education."

Syracuse school units elect new officers

SYRACUSE — Two CSEA units representing more than 500 Syracuse City School District clerical, transportation and custodial employees have announced results of recent elections for new officers.

Elected to serve three-year terms from Unit 9 Clerical were: Nicholas DiBello, president; Robie Maser, vice president; Lind McClellan, recording secretary; Marilyn Korzelius, corresponding secretary; and John Vercillo, treasurer.

New officers for transportation and custodial employees in Unit 6 include David Kennedy, incumbent president; Glen Steele, vice president, David Drane, second vice president; Jerry Smith, secretary; and Norm Purvis, treasurer.

Both school units are part of the 24-unit structure of CSEA Local 834 Onondaga County.

MARGARET "PEG" KRESS, Senior Stenographer

"In terms of improving our salary and benefits, I think the union has done a tremendous job.

"As a state employee with 20 years of seniority, I'm particularly pleased with the increased benefits CSEA has negotiated in the last four years. In the face of rising costs of living, the employee benefit prescription plans have been really helpful.

"It's also reassuring to know that my CSEA local president is only a few steps away should I need a question answered or a grievance settled. The union is always reachable."

works for us!

QWL

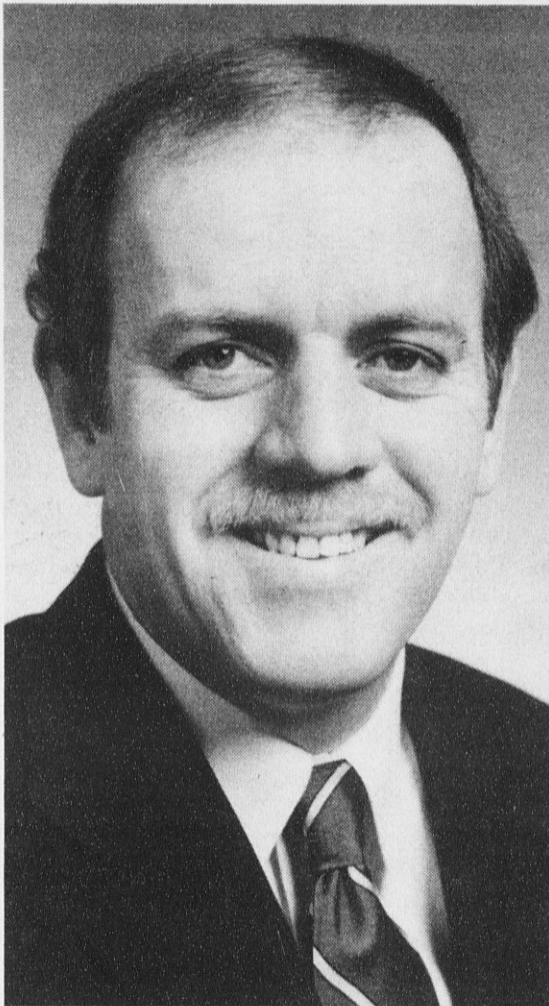
Conference explores Quality of Work Life programs

CSEA officers and staff joined their State of New York counterparts at a recent workshop in Albany focusing on labor and management cooperation programs throughout New York. Sponsored by the labor/management Committee on the Work Environment and Productivity (CWEP), the conference looked closely at the experience of two New York State agencies with Quality of Worklife (QWL) programs, also often referred to as Employee Involvement programs.

By Melinda Carr
Assistant Director of Communications

ALBANY — Everyone who addressed the recent Quality of Worklife Workshop held here recently had a different definition to offer:

- "QWL means joint labor/management identification of problems and solutions."
- "QWL is a process through which labor and management can find answers to problems that can't be resolved with contract language."



THOMAS HARTNETT

'It's clear that we need a systematic change in the way we work ... We have to learn how to make the workplace a better place to be eight hours a day.'

— Thomas Hartnett

• "QWL means labor and management meeting on common ground to make the work place a better, more congenial and more productive place to work."

"QWL says to the workers, 'You get a chance to do something, to talk and be heard, to participate, to contribute.'"

Although there was no agreement on a single definition of Quality of Worklife, also known as Employee Involvement programs, there was unanimous agreement from representatives of both labor and management that the approach has much to offer New York State and its employees.

Conference participants, representing CSEA and the State of New York, heard analyses of several Employee Involvement pilot projects carried out under the auspices of the Committee on Work Environment and Productivity (CWEP), as well as a program being instituted by the National Association of Letter Carriers and the U.S. Postal Service.

"The jury is still out on QWL programs, but it's clear that we need a systemic change in the way we work, in how we do things, how we make decisions, and how workers can participate in making those decisions," GOER Director Thomas Hartnett said in his opening remarks. "We have to learn how to make the workplace a better place to be eight hours a day."

In his overview, CWEP Chairman Harry Weiner said that while great claims are made for QWL — management claims better productivity and workers claim they'll be happier — there are also great dangers in Employee Involvement.

"It's very threatening to management, especially traditional management, because it implies that managers don't know everything," Weiner said. "And it's also a very real threat to labor, because labor has to take a share of the responsibility for the success of the agency and its achievement of goals. QWL means radically changed roles for both."

Weiner also noted that although nationwide, especially in the private sector, some QWL programs have been anti-union ploys, this is not the case in the CWEP-sponsored pilot programs. "Here we're talking about joint efforts in organizations which operate in an organized labor environment," he stressed.

CSEA President William L. McGowan told the conference, "QWL is a rare opportunity for us to get together and work not only for the benefit of employees, but also for the taxpayers."

"Management doesn't have to give up their rights, and the union won't," McGowan insisted. "But there is a time and place where we can get together. We can make it a better, more congenial place to work as well as a more productive place to work."

Reflecting on the recent personnel cutbacks, the union president emphasized that labor and management are "in this thing together."

"We just came through some hard times, and we don't know what's going to happen next time around. Each year, they're going to balance the budget on our hides, both labor and management. We know a lot of agencies where management isn't any happier with the layoffs and the staff shortages now than we are. There's still work to be done. We have to work together."

Benefits of Employee Involvement

Why do QWL in New York State?

Answers to that question came from Brian McDonald of MOR Associates, a consultant firm that has been working with CWEP and other groups to develop QWL or Employee Involvement programs.

Some of the reasons for initiating QWL programs are based on a common sense approach to running an organization, according to McDonald. Some of the underlying assumptions QWL rests on are:

- Satisfied, enthusiastic workers can contribute a great deal to an organization's success.
- Problems should be resolved at the level closest to where the problem occurs.
- People appreciate being listened to and

treated in a manner which suggests their ideas have merit.

"Why do it? You can't afford not to. No organization can afford to underutilize its human resources. QWL can lead to a more cooperative labor/management relationship. It can provide the structure through which workers can have input and influence and contribute their ideas to the organization. And it can improve the quality of decisions and result in cost savings and higher quality of service. Finally, it's just plain good politics; there's something in it for everyone."

To illustrate the last point, he listed the many potential results of QWL or Employee Involvement programs:

- For the individual: increased job satisfaction and an improved worklife.

- For the union: reduced grievances, better service to members and improved relations with management.

- For the state: reduced absenteeism, fewer mistakes, better relations with the union and increased organizational effectiveness.

- For the public: improved service and reasonable costs.

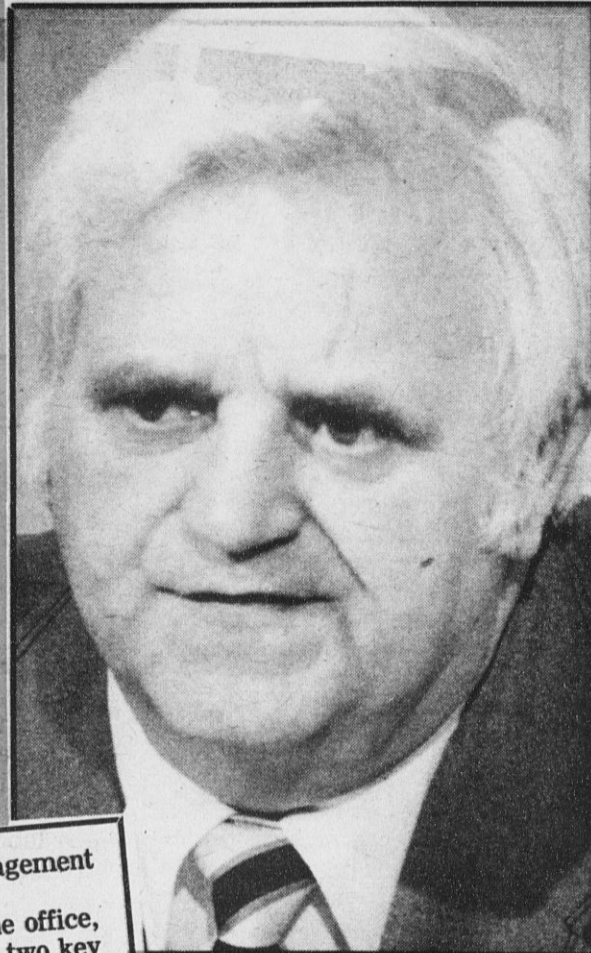
"One of the great tragedies of America is the wasted talent within our organizations," he concluded. "Workers have ingenuity, but they have to use it to make the system work in spite of itself, rather than being able to use it to improve the system."

QWL

A look at how QWL programs are working:

'QWL is a rare opportunity for us to get together and work not only for the benefit of employees, but also for the taxpayers.'

CSEA President
William L. McGowan



WILLIAM L. MCGOWAN

BROOKLYN MOTOR VEHICLES

CWEP's first sponsored pilot program setting up an Employee Involvement group was at the Brooklyn Motor Vehicles Office, which was staffed by two managers and 135 employees, all represented by CSEA. A joint labor and management steering committee was set up, along with two "Shared Responsibility Teams" (SRTs). One SRT dealt with problem-solving, the other with communications.

CSEA Steward Everton Phillips, who served on the steering committee, said, "There were real problems when the program began — low productivity, lousy morale, high absenteeism. All of them improved during the course of the one-year program." However, he noted

that the process wasn't easy, and that "management really has to want it to work."

Bob Chauvin, who was then manager of the office, added: "That two teams ended up focusing on two key problems — training and communications — exactly the two problems that we in management had long complained of. So it was a bit of a revelation for me to realize that the employees shared our concerns." Chauvin said his office had a 15 to 20 percent turnover rate and a lot of on-the-job training. "Without proper training, some transactions would have to be handled three or four times instead of just once, and it was apparent when we began talking together that the employees weren't any happier about this than we were."

SUFFOLK DEVELOPMENTAL CENTER

At Suffolk Developmental Center, a CWEP-sponsored QWL program is just getting under way. Although it's still too early in the project to see concrete results, both labor and management were full of enthusiasm for the concept and the opportunity it afforded them.

According to OMRDD Manager Shelly Kramer, "One question was which OMRDD facility to select for this program, since labor/management relations at facilities range from excellent to adversarial. We ended up selecting a facility with an adversarial relationship, but where we thought there was good prospect for improvement.

"At the time this program was proposed, I was going to Suffolk almost weekly because of labor-related problems," he explained. "We were surprised how receptive both sides were, but both were also concerned about loss of their traditional roles. But they were willing to try, and they both saw the need."

Added Region I President Danny Donohue: "Often it's hard for the union to agree with OMR-

DD management on anything, but we do agree on QWL. We actually found that the most resistance to the program was from middle management at the facility and from local union leaders. There was enthusiasm at the top levels, and the rank-and-file members were most enthusiastic."

Donohue added that labor and management share more concerns than one might think. "As CSEA representatives and as individual public employees, none of us want employees who don't show up, employees who don't work, because after all, the rest of us just have to carry their load. Plus the fact that we're concerned about the patients, and we're taxpayers, too."

Joe LaValle, president of the CSEA local at Suffolk DC, stated: "We were skeptical about QWL, but we discovered that we had many mutual concerns and goals. We also found that we can still be adversarial in the grievance process, while working well together in the QWL setting.

"Employees are demanding more participation, more influence over their daily working lives. We have a long way to go, and we don't expect everything to happen overnight."

The Suffolk DC program is a comprehensive one, including representatives of management as well as all the unions representing employees at the facility. Initial months of the program have been spent by the committees developing skills, learning the Employee Involvement process, learning to work together, and setting goals. Committee members expect to see results of their initial projects by the fall.

One union representative commented: "In arbitration, you win about half the time; it's a win/lose situation. But with QWL, it's a win/win situation."

The management representative on the committee summed up progress so far by saying, "We've had a lot of problems at the facility. We can't say we have 'love' yet, but we do have a lot more 'like.'"

U.S. POSTAL SERVICE

The National Association of Letter Carriers and the U.S. Postal Service had a number of difficult labor relations problems that couldn't be resolved with contract language. So last year they began looking to QWL to find answers. The idea has "total commitment" from both the union's president and the postmaster general, according to Frank Connors, vice president of the NALC.

"We're thinking of Employee Involvement as a way of life," he told conference participants. "Up to now, we've been making the arbitrators rich and neither side happy. Both sides would be happier in an atmosphere that's nonadversarial."

Although the QWL program is still in its early stages in a few pilot cities nationally, the parties hope to have programs in 230 areas by the end of 1985. Their national level steering committee, of which Connors is co-chairman, has identified 60 problems that QWL groups will address. They have also reached a labor/management agreement that there will be no layoffs as a result of the Employee Involvement process.

"We're going to make this work," Connors stated. "We have a unique opportunity to create a new way of life in the workplace, and we're not going to pass it up."

Installations

At any given moment, a vast statewide network of thousands of union activists is guiding the day-to-day activities of The Civil Service Employees Association. Those activists are known as union officers, the rank-and-file members elected by their peers to head up CSEA's 300-plus locals and three times as many units. Many locals and units recently conducted, as is periodically required, elections of new officers. On these pages are photos of some of the new slates of officers as reported to The Public Sector.



HERKIMER COUNTY — CSEA Executive Vice President Joseph E. McDermott, standing left, and Region V President James Moore, right, were on hand to install the officers in Herkimer County Local 822. Standing with them is Mary E. Sullivan, local president and board representative. Seated are Judy Hyde, left, secretary, and Sandra Walby, vice president. Patricia Labrozzi, treasurer, is not pictured.



JUDICIAL LOCAL 334 — Region V President James Moore, left, prepares to administer the oath of office to officers of Local 334 at a recent ceremony. Installed were, left to right, Sharon Caraway, president, unit 4; Nancy Roark, local president; Kathleen Enyedy, treasurer; Kenneth Bailey, first vice president; Sheila Lowe, secretary; Mary Anthony, second vice president; and Pat Roberts, president, unit 5.

TAX AND FINANCE LOCAL 690 — Region IV President C. Allen Mead, right, swears in Local 690 officers. Taking oath are, from left, Secretary Helen Butrym, Treasurer Tom O'Donnell, Third Vice President Bill Burdick, Second Vice President Mary Jaro, First Vice President Lee Johnson, President Carmen Bagnoli and CSEA Board of Directors member John Gully.



Installations



STATEN ISLAND DC — Metropolitan Region II President Frances DuBose-Batiste, standing right, swears in the new officers of Local 429 at the CSEA Manhattan regional office. The officers, who represent some 1,700 mental hygiene employees at the Staten Island Developmental Center, will serve three-year terms. Seated left to right are Les Sanders, operational unit representative; Rose Platt, third vice president; Sadie Miles, institutional unit representative; and Diane Young, corresponding secretary. Standing, left to right, are Jay Armstrong, fourth vice president; Frank Bell, second vice president; Walter Taylor, first vice president; and Tyrone Daniels, president.



BUFFALO LOCAL 003 — Region VI President Robert L. Lattimer, standing center, installed Local 003 officers recently. Standing, left to right, are Dorothy Winborn, corresponding secretary; Pat Chance McNally, recording secretary; Lattimer; Juanita Brown, delegate;

and David Bajer, delegate. Seated, left to right, are Gilbert Collins, third vice president; Kathy Fetzer, first vice president; Pat Pflieger, president; and Joan Poisella, second vice president. Treasurer Judie Raybould is not pictured.

PATHOGUE MEDFORD LIBRARY — Charles Novo, right, Suffolk Local 852 president, swears in new officers of the Patchogue Medford Library unit. Pictured are Phyllis Gearity, shop steward; Anna Scanlon, OSHA representative; Dorothy Civitella, secretary; Vicki Brady, treasurer; Marie Mallon, vice president; and June Cerveny, president.



SOLIDARITY CENTER

Information of interest to union members and all friends of Labor

"Look for the union label!" It's a slogan the general public has come to associate with superior goods and products. Conversely, organized labor has traditionally urged the public to avoid purchasing non-union products OR products of companies and corporations that have demonstrated an anti-union attitude. Below are two examples. One, "DO BUY," is a listing of union-

made footwear manufactured in America. Clip and save this listing for future reference the next time you buy footwear. The second, "DON'T BUY," is the latest listing of national boycotts, officially sanctioned by the AFL-CIO Executive Council. Until further notice, you should avoid buying these boycotted products.

Clip and Save **DO BUY DO BUY DO BUY**

UNION-MADE FOOTWEAR

Forty percent of the footwear on sale in American stores are made in America. Here's a list of union employers in the U.S. footwear industry and the brand names of the shoes they produce. Shoe workers are members of the Amalgamated Clothing & Textile Workers and the United Food & Commercial Workers. Caution: Some brands listed may include imports. If so, the country of origin must be imprinted on the shoe. Check before you buy.

Men's Shoes B & B Shoe Co. B & B Belleville Shoe Co. Belleville Endurance Just Like Dad's Brown Shoe Co. Levis For Feet Pedwin Regal Buffalo Shoe Co. Buffalo Chippewa Shoe Co. Chippewa Gard Toe Danner Shoe Co. Danner Florsheim Shoe Co. The Florsheim Shoe Freeman Shoe Co. Freeman French Shriner Bannister H. H. Brown Shoe Co. H. H. Brown International Shoe Co. City Club Grizzlies Hy-Test NCAA Outdoorsman Patriot Protector Rand Roberts Winthrop Jung Shoe Co. Jung Shoe Justin Boot Co. Justin Boot Laconia Shoe Co. Street Car Levernz Shoe Co. Calumet Levernz Morgan Quinn M. Snower Co. Snow Press Mason Shoe Co. Mason	On Guard Shoe Co. On Guard Safety Shoes Party Shoe Co. Leo's Red Wing Shoe Co. Red Wing Shoe Irish Setter Riddle Shoe Co. Riddle Roller Derby Skate Co. Air Flight Royal Canadian Salem Shoe Mfg. Co. Salem Weinbrenner Shoe Co. Iron Age Safety Shoes Thorogood Weinbrenner Wesco Shoe Co. Wesco Weyenberg Shoe Co. Nunn-Bush Stacy-Adams Weyenberg Wm. Brooks Shoe Co. Wm. Brooks Women's Shoes Allen Shoe Co. Allen Bernie Shoe Co. Bernie Brown Shoe Co. Air Step Footworks Life Stride Naturalizer Risque H. H. Brown Shoe Co. Inc. H. H. Brown California Debs, Inc. California Debs Cardone & Baker Ltd. Cardone & Baker Carolyn Shoe Co. Carolyn Carroll Shoe Co. Carroll	Casual Footwear, Inc. Oomphies Crest Shoe Co. Crest Dori Shoe Co. Dori Dorson Fleisher Inc. Dorson Fleisher Erica Shoes, Inc. Erica Fox Shoe Co. Fox Gardena Footwear, Inc. Gardena Goldstein Footwear Co. Casual Hamilton Shoe Co. Penaljo International Shoe Co. Cheer Leaders Crawdads Debonair Miss Wonderful NCAA Patriot Personality Protector Soft Petals Trios Velvet Step Vitality Irving Drew Co. Footsaver Locke Dr. Hiss J. T. Koltis Enterprises Athenas Johansen Shoe Co. Johansen Paradise Kittens Jones & Vining Co. Jones & Vining Justin Boot Co. Justin Boot Juvenile Shoe Corp. Clinic Critters Foot Thrills Hitchhikers Lazy Bones	Kimel Shoe Co. Kimel Shoe Klev Bros. Shoe Mfg. Co. Klev Bros. Laconia Shoe Co. Street Cars Lesande Shoe Co. Lesande Melanie Footwear, Inc. Melanie Miller Shoe Co. Bare Foot Freedom Globe Trotter Myrna Shoe Co. Myrna Party Shoe Co. Leo's Regina Footwear Co., Inc. Gina Riddel Shoe, Inc. Riddel Roller Derby Skate Co. Air Flight Royal Canadian Samuel Shoe Co. Deliso Deb Polter Deb Sobel, Bernstein & Green Co. Sobel Somersworth Shoe Co., Inc. Citation Tru-Stitch Shoe Co. Bombay Slipper Tru-Stitch Moccasin Wolverine World Wide Frolic Children's Shoes B & B Shoe Co. B & B Brown Shoe Co. Buster Brown Carroll Shoe Co. Carroll	International Shoe Co. Grizzlies Poll Parrot Red Goose Justin Boot Co. Justin Boots Juvenile Shoe Corp. Annies Hitchhikers Lazy Bones Leaping Lizards Party Shoe Co. Leo's Roller Derby Skate Co. Air Flight Royal Canadian Stride Rite Corp. Striderite Weber Shoes Trimfoot Co. Baby Deer Trimfoot Walt Disney Wee Kins Custom-Mold-Orthopedic Shoes Classic Mold Shoe Co. Classic Mold Eneslow Shoes, Inc. Eneslow Jerry Miller I.D. Shoes Jerry Miller Kaanen Orthopedic Shoe Corp. Kannen Migliore Orthopedic Lab. Migliore MLJ Shoe Corp. MLJ Oliver Moore, Inc. Oliver Moore TSR Shoe Corp. TSR T. O. Dey Service, Inc. T. O. Dey W. B. Neufeld Orthopedic Shoe, Inc. W. B. Neufeld
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In the market for footwear? Look for the union label in these fine union-made products

BUT . . . DO NOT BUY merchandise from firms on this AFL-CIO boycott list

DON'T BUY

National Boycotts Officially Sanctioned by the AFL-CIO Executive Council

BROWN & SHARPE

Measuring, cutting and machine tools and pumps
International Association of Machinists & Aerospace Workers

BRUCE CHURCH

Iceberg Lettuce:
Red Coach, Friendly, Green Valley Farms, Lucky
United Farm Workers of America

COORS BREWERY

Beer:
Coors, Coors Light, Herman Joseph's 1868
Ale:
George Killians Irish Red
AFL-CIO Brewery Workers Local 366

EQUITABLE LIFE ASSURANCE SOCIETY

Life insurance, group insurance, major medical disability income policies, pension plans and pension fund investments
Service Employees International Union

INDIANA DESK

Medium and high priced desks. Also sells to institutions, i.e., states, municipalities, Boards of Education, etc.
United Furniture Workers of America

IOWA BEEF PROCESSORS

Meat and meat products
United Food and Commercial Workers International Union

KOSMOS CEMENT

Kosmos Portland Cement, High Early Cement, and Air Entraining Cement and Kosmortar Masonry Cement
United Cement, Lime, Gypsum & Allied Workers

MAGIC CHEF

Gas and electric kitchen ranges
Molders & Allied Workers Union

PROCTER & GAMBLE

Powder Detergents:
Tide, Cheer, Oxydol, Bold
Liquid Detergents:
Ivory, Joy, Dawn
Bar Soaps:
Zest, Camay, Ivory
United Steelworkers of America

R. J. REYNOLDS TOBACCO CO.

Cigarettes:
Camels, Winston, Salem, Doral, Vantage, More, Now, Real
Smoking Tobacco:
Prince Albert
Little Cigars:
Winchester
Bakery, Confectionery & Tobacco Workers

SEATTLE FIRST NATIONAL BANK

Withdraw Funds
United Food and Commercial Workers International Union

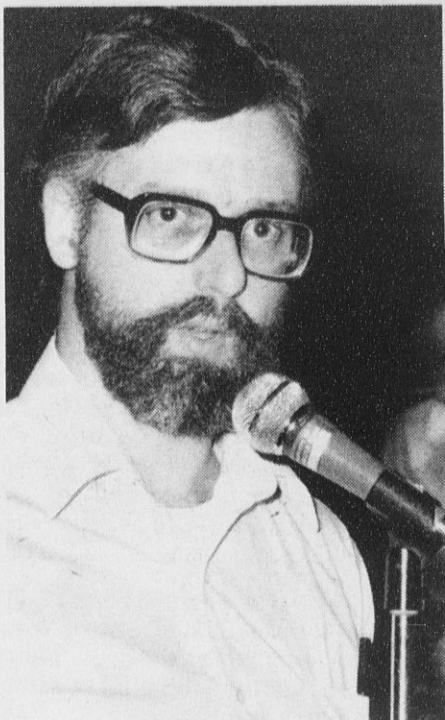
STERLING RADIATOR

Baseboard heaters for the home
United Auto Workers

TYSON FOODS

Chicken products sold as Chick'N Quick, Chick'N Cheddar, Swiss'N Bacon, chicken bologna, chicken weiners & chicken corn dogs.
Cornish game hens sold under Tyson Rock, Greenwich Rock & Patty Jean Rock labels
United Food & Commercial Workers

Union Label and Service Trades Department, AFL-CIO



JAMES LINDSAY



CSEA EXECUTIVE VICE PRESIDENT Joseph McDermott talks with Mary Sullivan, left, and Frances DuBose-Batiste at the recent Board of Directors organizational meeting.

Board elects committee members

ALBANY — CSEA's Statewide Board of Directors elected committee members during the Board's organizational meeting in Albany July 21. Many of the committees are mandated by the union's Constitution and By-Laws.

Thomas Jefferson was elected chairman of the State Executive Committee, and Sue Crawford will serve as vice chairwoman. Mary Sullivan was re-elected chairwoman of the County Executive Committee, along with vice-chairman Dom Spacone. Along with the 10 statewide officers, these four members of the Board will serve on the Directors' Committee, or Mini-Board.

Also representing the State Division on the Directors' Committee will be Eva Katz, Pat Crandall and Jeanne Lyons. Representing the County Division on the committee will be Cathy Green, Bill Zippiere, Pat Mascioli and Bob Allen.

Other committee election results are as follows:

PERSONNEL COMMITTEE: Chairman Ellis Adams, Vice Chairwoman Joan Tobin, Barbara Stack, Elaine Mootry, John Francisco, Sue Buczinski, Tom Elhage, Dolores Herrig, Jerry Donahue and Jim Lindsay.

BUDGET COMMITTEE: Chairman John Gully, Vice Chairman Richard Grieco, Fran Wilusz, Jean Frazier, Carol Riggall and Walter Durkin.

CHARTER COMMITTEE: Chairwoman JoAnn Lowe, Vice Chairman Vic Marr, Harold Ryan, Bill McMahon, Brenda Nichols, Cindy Egan, Marjorie Cogeshall, Kathy Saddlemire, Richard Reno and Flo Tripi.

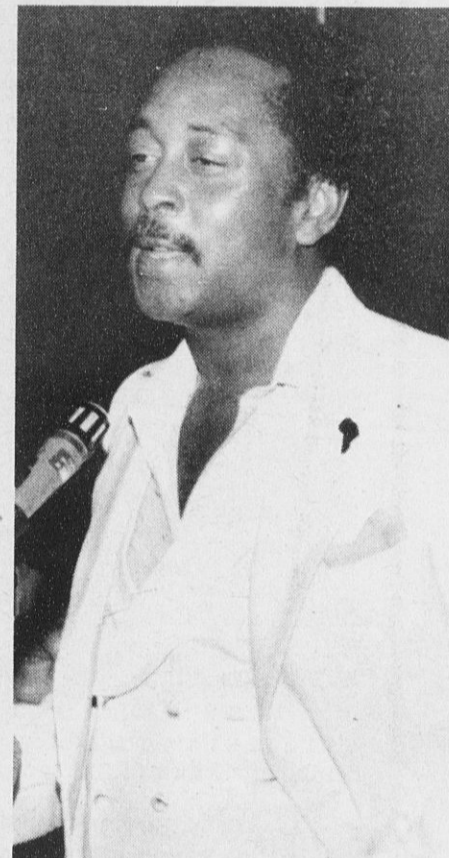
COMMITTEE TO STUDY GROUP LIFE INSURANCE: Chairwoman Betty Collins, Vice Chairwoman June Robak, Lisa Bursor, Jack Cassidy, Kathy Berchou, Irene Kobbe, Doug Persons, Mabel Wannamaker, Frank Bosco and Andrew Lucyszyn.

PUBLIC SECTOR COMMITTEE: Chairwoman Cathy Green, Vice Chairman Joseph McDermott, Jimmy Gripper, Pat Mascioli, Cindy Egan, Tom Elhage and Brian Madden.

Elected to serve on the Appeals Board, which considers appeals of determinations of the union's Judicial Board, were: Pat Hahn, Region I; Joel Schwartz, Region II; Bill Harris, Region III; Dolores Farrell, Region IV; Joan Brower, Region V; and Penny Bush, Region VI.

Elected to serve as Political Action Fund trustees were: John McAlonan, Pat Mascioli, Joan Tobin and Mike Curtin.

The Board elected Executive Vice President Joseph McDermott, Region V President Jim Moore, and Statewide Secretary Irene Carr to serve as trustees of the Employee Benefit Fund.



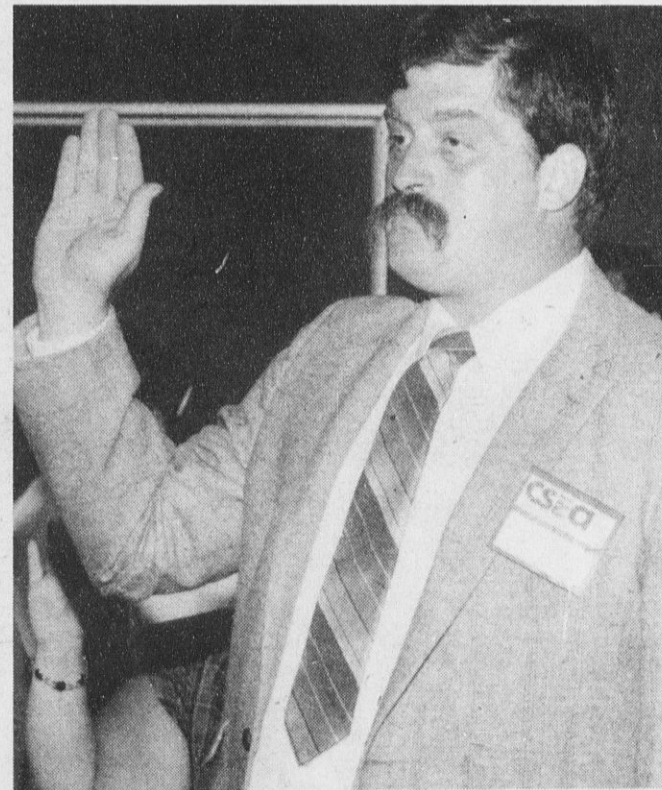
JIMMY GRIPPER



DOLORES FARRELL



CSEA PRESIDENT William L. McGowan presents plaque to Ruth Lovegrove, a board member who retired recently.



BRIAN J. MADDEN

Union cites lack of safety program as contributing to fatal mishap

"It's clear that the safety of its employees is not a priority for the Town of West Seneca. This lax attitude, tragically, is typical of most public employers, in spite of the Public Employee OSHA Law which was passed three years ago."

—CSEA Western Region President Robert L. Lattimer

BUFFALO — The on-the-job death of Town of West Seneca Highway Department employee Richard Conrad last month has triggered demands by CSEA for a safety training program for town employees.

Speaking at a news conference, CSEA Region VI President Robert L. Lattimer called Conrad's death the direct result of no safety or equipment operational instruction from the highway department.

Conrad, 26, was fatally injured June 28 when struck by the blade cover of a brush-chipping machine, during attempts to unclog the machine.

"CSEA is demanding that a safety program, including operating instructions for all equipment that employees use, be implemented immediately," Lattimer declared, adding that Region VI OSHA Specialist John Bieger is available for assistance, if necessary.

Jim Kittner, president of the town's blue-collar unit of Local 815, produced correspondence that showed attempts by the unit to establish a safety committee and safety measures had not been responded to by the town. Some of the documents dated back to January, 1981.

"It's clear," stated Lattimer, "that the safety of its employees is not a priority for the Town of West Seneca. This lax attitude, tragically, is typical of most public employers, in spite of the Public Employee OSHA Law which was passed three years ago."

The Region President said public employees receive more injuries on the job than private sector employees, noting deaths of three CSEA members in recent weeks.

"The unfortunate death of Richard Conrad occurred because no safety training program existed, and this union will not stand idly by as the potential for more death and injury exists," Lattimer said.

"There is no need to wait for detailed OSHA or accident reports. The need for a safety training program cries out and we demand," Lattimer concluded, "that the Town of West Seneca meet its responsibility now."



METAL COVER in the foreground was hurled against Richard Conrad, killing him, and landed more than 25 feet from the brush chipper in the background.

FATAL ACCIDENT SCENE, below, is inspected by Town of West Seneca Local 815 blue Collar Unit President Jim Kittner, left, and Stephen Carvana, a member of the CSEA Local and Region Safety Committee.

