

Public SECTOR

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

Vol. 4, No. 13
Friday, March 26, 1982



(ISSN 0164 9949)



'Mario Cuomo is a friend of labor, a dedicated servant of all the people of this state, and an experienced, capable leader who will continue to lead this state out of the economic chaos of the past and into a new prosperity in the future.'

William L. McGowan, CSEA President
March 11 press conference, Albany

Why CSEA supports



MARIO CUOMO

On page 9 of this issue.

CSEA PRESIDENT William L. McGowan, left, and Mario Cuomo field questions from news media at a major press conference recently in Albany, called to announce CSEA's endorsement of Cuomo.

Union fires up political action budget effort

ALBANY — CSEA President William L. McGowan has telegraphed union leaders across the state to focus CSEA's political action program on the state legislature where state budget negotiations have created confusion, the threat of mass layoffs of state workers and the potential, at least, of a major confrontation with CSEA.

The annual tug of war over enactment of a state budget is nothing new to state employees, but there are a few wrinkles in this year's fight.

First, the incumbent governor has publicly announced he isn't running for reelection. Second, virtually the entire legislature is running for reelection and their appropriation priorities are aimed at politically rewarding targets.

Adding more fuel to the budget fire is the statement by state Comptroller Edward Regan, who recently dropped out of the gubernatorial contest, that he will not issue "scrip" (a form of promissory note) if the state budget lapses and there is no authority to pay state workers.

That last possibility drew instant fire from President McGowan who publicly warned legislators and the governor that the first payday the state misses

(Continued on Page 18)

NOTICE: Election of delegates to the 1982 AFSCME convention

1. Ballots for the election of delegates to the 1982 AFSCME Convention will be mailed to all members of CSEA as of March 6, 1982 on April 1, 1982.

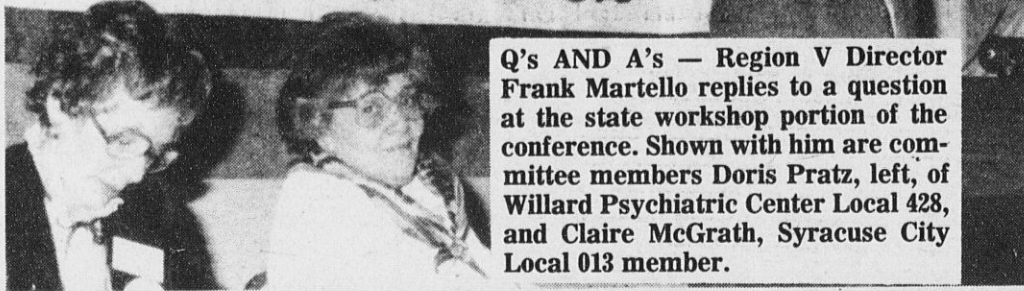
2. Ballots will be picked up at the return post office on the morning of April 23, 1982. Tabulation will commence on April 26, 1982 and continue

until complete.

3. Members who have not received a ballot by April 12, 1982 should call their CSEA Regional Office between April 12, 1982 and April 15, 1982 for the purpose of obtaining a replacement ballot. The CSEA Regional offices may be contacted at the following numbers:

Region 1 (516) 435-0962	Region 3 (914) 896-8180	Region 5 (315) 451-6330
Region 2 (212) 962-3090	Region 4 (518) 489-5424	Region 6 (716) 634-3540

CENTRAL REGION 5
CSEA
 LOCAL 1000
 AFSCME, AFL-CIO



Q's AND A's — Region V Director Frank Martello replies to a question at the state workshop portion of the conference. Shown with him are committee members Doris Pratz, left, of Willard Psychiatric Center Local 428, and Claire McGrath, Syracuse City Local 013 member.



EDUCATIONAL WORKSHOP — Ed Draves, standing, AFSCME legislative coordinator, emphasizes a key point at an educational workshop covering such issues as union busting and the Moral Majority. Looking on is Region V President Jim Moore.

Winter conference 'best ever'

UTICA — More than 300 Region V officers, delegates and other members turned out for the winter conference at the Utica Sheraton Inn earlier this month, making it the largest conference ever held in the region.

Regional President Jim Moore praised the efforts of all who participated by declaring the 3-day event the "best ever."

The weekend gathering featured a

full schedule of activities including workshops covering available services for state, county and school employees; a political action committee meeting; retirees session; business meeting; and special meeting to nominate delegates to the upcoming AFSCME convention.

One session highlighted the dangers of union busting and the Moral Majority, stressing the union can fight these through unity, determination

and strong political action.

Delegates were challenged to sharpen their thinking skills by Professor Charles Galle, whose unique seminar using clever visual aids and techniques left most delegates wanting more than the two hours allotted.

At the dinner meeting for all delegates, Karen Burstein, director of

New York State consumer affairs, delivered a stirring address, directing all union members to unite to overcome current economic burdens.

"The person who looks out for himself only is of no value," Burstein said. "Unless we stand together, you can be assured of suffering ahead for all."



NOTEWORTHY SESSION — State employees Beth McCarty, left, of Elmira Correctional Facility Local

156, and Clara Lewis, of Elmira City Local 005 gather information for their fellow members.



PERSONAL SKILLS — Chester Galle, with microphone, draws some eager response from CSEA

Statewide Secretary Irene Carr at a personal skills development workshop.



COUNTY DELEGATES — Typical of the attendance for all meetings at the conference was this excellent turnout of county officers and other delegates.



STATE UPDATE — Ed Lavin, left, president of Ft. Schuyler Local 014, and Bud Mulchy, president of Marcy Psychiatric Center, listen intently to a CWEP progress report during the state employees educational workshop.

• Right of probationary employee to due process upheld by state supreme court in kingsboro case

NEW YORK CITY — The right of a probationary employee to a due process hearing when the grounds for discharge are "stigmatizing" has been affirmed by the New York State Supreme Court.

The ruling came in the case of Kingsboro Psychiatric Center member Lorna Hinkson, a probationary mental hygiene therapy aide accused of patient abuse and terminated 11 days before she was scheduled to become a permanent employee.

Following a court-ordered hearing before a Kingsboro administrator, Ms. Hinkson was cleared of verbally abusing a patient and was reinstated with full back pay and benefits. She has since passed her probation and is now a permanent state employee.

The charges against Ms. Hinkson were based solely on the statement of a co-worker. Despite the fact that three other co-workers and Ms. Hinkson disputed the charges, Ms. Hinkson was terminated without a hearing or opportunity to respond to the charges that she abused a patient.

"We knew that she was innocent," said Local 402 President Robert Nurse. "But the only way we could defend Ms. Hinkson was by going to court."

The New York State Supreme Court found that Kingsboro had violated

Ms. Hinkson's rights by terminating her without a due process hearing and ordered Kingsboro to hold a hearing within 60 days of the decision. The judge further ordered that Ms. Hinkson receive advance notice of the specifics of the allegations against her, that she have an opportunity to be heard and present arguments and evidence and confront and cross-examine witnesses, and that she is entitled to a written decision "based solely on the facts of the case." In his decision the judge noted that Ms. Hinkson has the right to be represented by legal counsel or a CSEA representative at the hearing.

According to Theodore Ruthizer of the CSEA regional law firm of Mailman & Ruthizer that represented Ms. Hinkson in court and at her hearing, the decision has significant implications for other probationary employees.

Ruthizer said, "The decision essentially destroys the rule that probationary employees can be fired without any recourse when the grounds for discharge are stigmatizing or improper and, therefore, make it impossible for the employee to find other employment."

Ruthizer cautioned that the decision in the Hinkson case does not affect the state's right to terminate probationary employees for reasons related to their work performance.

Hearings clear scores more of '79 charges

CLINTON — One hundred and eighty-five CSEA-represented workers at Clinton Correctional Facility have been cleared of charges they violated the Taylor Law.

The charges came about after a job action in the spring of 1979 by prison guards that prevented about 700 CSEA members in correctional facilities around the state from going to work. The hearings mainly involved CSEA members who did not appear at their jobs between April 18 and May 3, 1979.

The Clinton facility had the largest number of hearings of any facility in the state.

In addition to the decisions at Clinton, three decisions on cases from the Mid-Hudson Correctional Facility brought the tally of cases cleared to 375 out of 399 cases at Clinton, Mid-Hudson, Camp Adirondack, Elmira and Auburn Facilities.

While the Clinton cases proved to be the single greatest success for the union, "it was justified based on the nature of the record," said Michael Smith, a CSEA attorney. "We spent four days at Clinton just talking to potential witnesses," he added. Smith and other attorneys showed "the enormity of the effect of the strike at Clinton was that it just closed the place down."

In all, the case was a strong one and CSEA was able to "successfully assert the defense of fear for personal safety to the State assertion that employees violated the Taylor Law," Smith said.

Wayne Co. sheriff unit oks contract

LYONS — The Wayne County Sheriff's Unit of CSEA Wayne County Local 859 has reached agreement on a two-year contract that boosts the pay of each member by more than \$1000 in both years.

The first year of the pact calls for a pay increase of \$1080 for each employee in addition to any step increases due, while the second year boost is \$1035 plus step increases.

The 60-member unit also negotiated continuation of a superannuated step program and a \$1000 major medical program.

Clothing allowance for non-uniformed deputies will be increased to \$400 annually and differential shift pay has increased to 25 cents per hour for the second shift and 35 cents per hour for the third shift.

Payment for unused vacation upon employee death was also gained and contract language improvements allow payroll deductions for insurance and credit union payments.

Collective bargaining specialist Danny Jinks headed a committee that included Robert Houghtaling, D. Jay Denosky, Donald Fletcher, Lorraine Knight and Unit President Edward Williams.



CSEA STATEWIDE SECRETARY IRENE CARR, right, discusses secretaries training with Dorothy Goetz, left, Long Island Region secretary; and Carol Craig, center, of the region's education committee. Ms. Carr conducted a recent workshop for Long Island Region local and unit secretaries, part of a series of such program she is conducting statewide.



AMONG LOCAL AND UNIT secretaries attending workshop were, from left, Suffolk County Community College Unit Secretary Joseph Wamsanz; Probation Unit Secretary Roberta Crater; Town of Babylon Unit Secretary Eleanor Lebolt, and Suffolk Executive Vice President Shirley Germain.

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

The Public Sector (445010) is published every other Friday for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

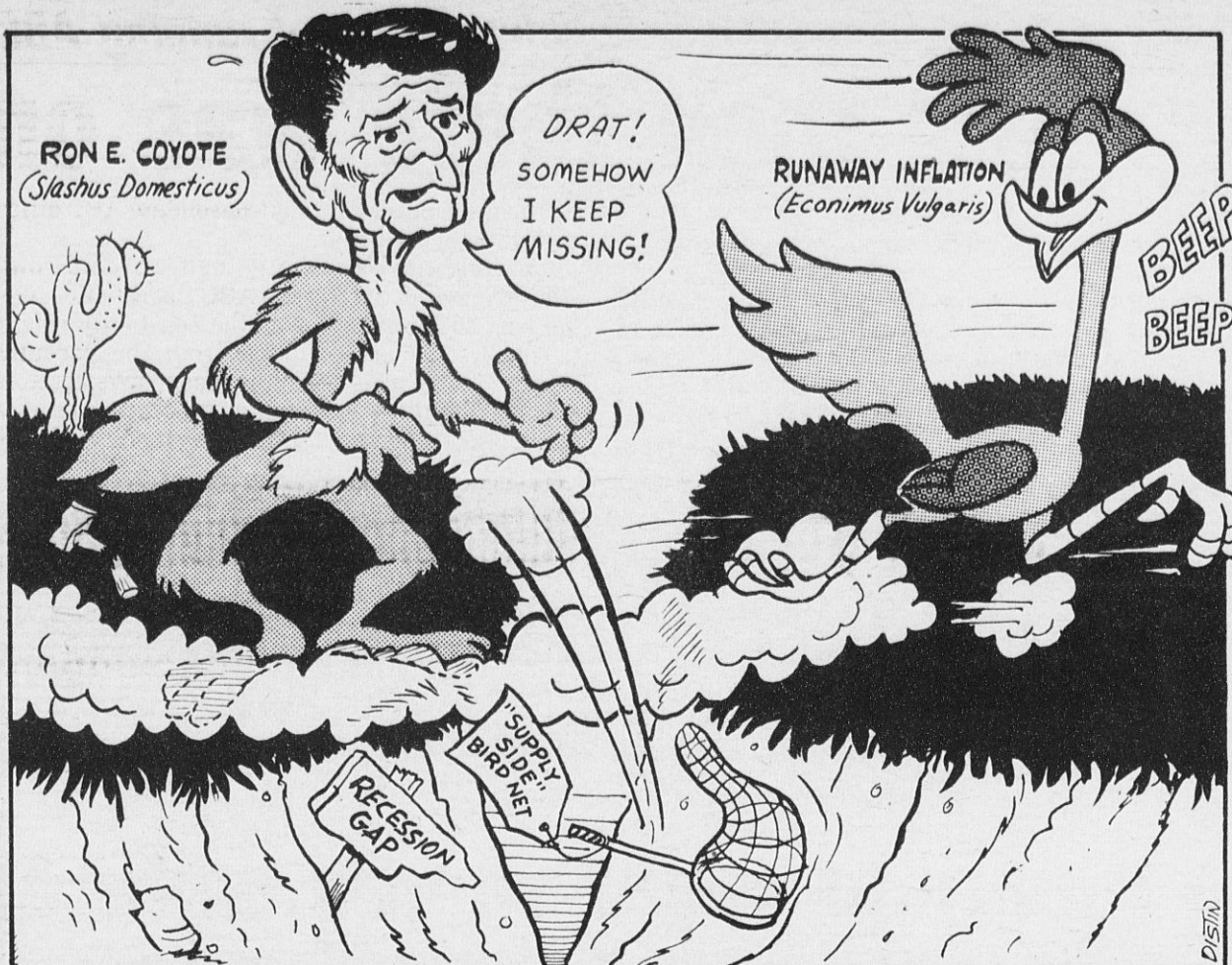
Second Class Postage paid at Post Office, Albany, New York.

Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 1 Columbia Place, Albany, New York 12207. Single copy price 25¢.

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Published every other Friday by Civil Service Employees Association, 33 Elk Street, Albany, N.Y. 12224 (518) 434-0191.



Extend child care leave

A further extension of the child care leave policy for State employees has been announced by the Department of Civil Service in a formal notice sent to all State agency heads.

"Consistent with our recently announced child care leave policy for biological parents we are extending similar eligibility for child care leave upon the adoption of a child by State employees," State Civil Service Commission President Joseph A. F. Valenti said in the notice.

Under this policy all State employees are entitled to leave without pay for a period of up to seven months. The leave may begin anytime between the date the adoptive child is placed with the family and the date of the adoption. During this time, employees are allowed, but are no longer required, to charge absences against accrued leave credits (i.e., annual leave, personal leave and overtime credits) to shorten the period of time they are on leave without pay.

If both parents are State employees, one parent may elect to take the entire leave, or the parents may choose to divide the leave time.

Region VI meeting set; PERB mediator to speak

BUFFALO — The chief Public Employment Relations Board mediator for the Western New York office will be the guest speaker at the April 2 and 3 Region VI meeting.

Louis Patack, who also is director of PERB's Buffalo regional office, will speak Friday at 8 p.m. at the Sheraton Inn, Buffalo-East.

Prior to his recent appointment, Patack was a PERB hearing officer for representation and improper practice matters in the Albany office.

He is a graduate of Hobart College and the Albany Law School.

The Saturday agenda of the region meeting calls for state and county workshops beginning at 9:30 a.m., and a general business meeting at 1:30 p.m.

Hotel reservations may be made directly with the Sheraton Inn, which is located at 2040 Walden Avenue at Exit 52 of Route I-90. The zip code is 14225 and the phone number is (716) 681-2400.

CSEA-state pilot day care center featured in upcoming documentary

ALBANY — CSEA's active support of on-site day care for public employees' children will receive national recognition on public television next month.

"Who's Taking Care of Our Kids," a 30-minute television documentary examining day care options nationwide, was filmed in part at the Children's Place at the Plaza, the Albany day care center established as a cooperative effort of CSEA and the Governor's Office of Employee Relations.

Among those featured in the documentary are CSEA statewide President William L. McGowan, GOER Director Meyer Frucher, and Children's Place staff members.

The documentary is scheduled to air on many public television stations — including WNET in New York City and WMHT in Schenectady — at 10:30 p.m., Tuesday, April 13, immediately following the broadcast of Studs Terkel's "Working." Check your local listings for the schedule in your area.

The program questions employers and parents about their attitudes toward child care, their thoughts concerning employer and/or public responsibility for providing child care, and the implications of child care at the workplace.

President McGowan, who serves on the Board of Directors of the Children's Place, commented: "The Children's Place was a prototype for us, a place where we could all work together to develop a workable program that could be applied at other work locations where our members need this kind of service. We've been extremely proud of our union's role in the Children's Place, but even more proud that the idea is growing and that day care centers are now being set up at nearly a dozen state facilities throughout New York.

"Perhaps through this television documentary other labor/management groups will be able to follow this lead and provide this kind of vital child care service for employees."

Scholarship deadline April 30

ALBANY — The deadline for filing applications for the CSEA Irving Flaumenbaum Memorial Scholarship Fund for the 1982-83 school year is April 30, 1982.

Completed forms must be mailed to CSEA Headquarters, c/o the Special Scholarship Fund Committee, 33 Elk St., Albany, N.Y. 12207.

Under the program, grants of \$500 each will be awarded to three students in each of the six regions, for a total of \$9,000 in award money statewide. All CSEA members' children who are graduating high school seniors are eligible to apply.

The scholarships will be granted on the basis of a number of factors including high school rank and average, test scores, community and school service, career goals, recommendations and financial need. They will be awarded in June.

All information obtained from the applications will be kept confidential. Forms are available through local and regional offices.

All applicants must send in three letters of recommendation with their applications.

Treasurer holds seminars in Regions I, IV

ALBANY — Local and unit treasurers in Regions I and IV will have opportunities next month to attend educational seminars conducted by statewide Treasurer Jack Gallagher and CSEA Finance Department staff members.

The sessions have been set as follows:

- Region I — 6:30 p.m., Monday, April 19 at the region office in Hauppauge

- Region IV — 6 p.m., Tuesday, April 6 at the Holiday Inn in Latham

Continuing his itinerary of visits around the state to answer members' questions and hear complaints, Gallagher will be available all day Tuesday, March 30 at the Region IV Satellite Office in Plattsburgh.

And then there was one

By Hugh O'Haire
CSEA Communications Associate

MINEOLA — As in the story of the 10 little Indians, the clerical staff of the State Division of Alcoholic Beverage Control (ABC) office in Nassau County had dwindled down to one employee.

Moreover, in an exquisite bit of bureaucratic logic, the state has no intention of replacing staff

members, claiming it may consolidate ABC offices sometime in the future.

So Arlene Bergman, senior and only stenographer in the Nassau ABC Board office, does the best she can answering the constantly ringing telephones, taking dictation from the executive officer in charge and the four investigators, keeping the filing up to date, processing renewal applications and helping the 50 or more visitors to

the office each day fill out the complicated 20-page license application forms.

Obviously, it's a hopeless task. Yet, Bergman carries on alone. The situation gets absurd at times. When she leaves the office for lunch, phones go unanswered and visitors must help themselves to applications or drop completed ones into a large cardboard carton left on the reception counter.

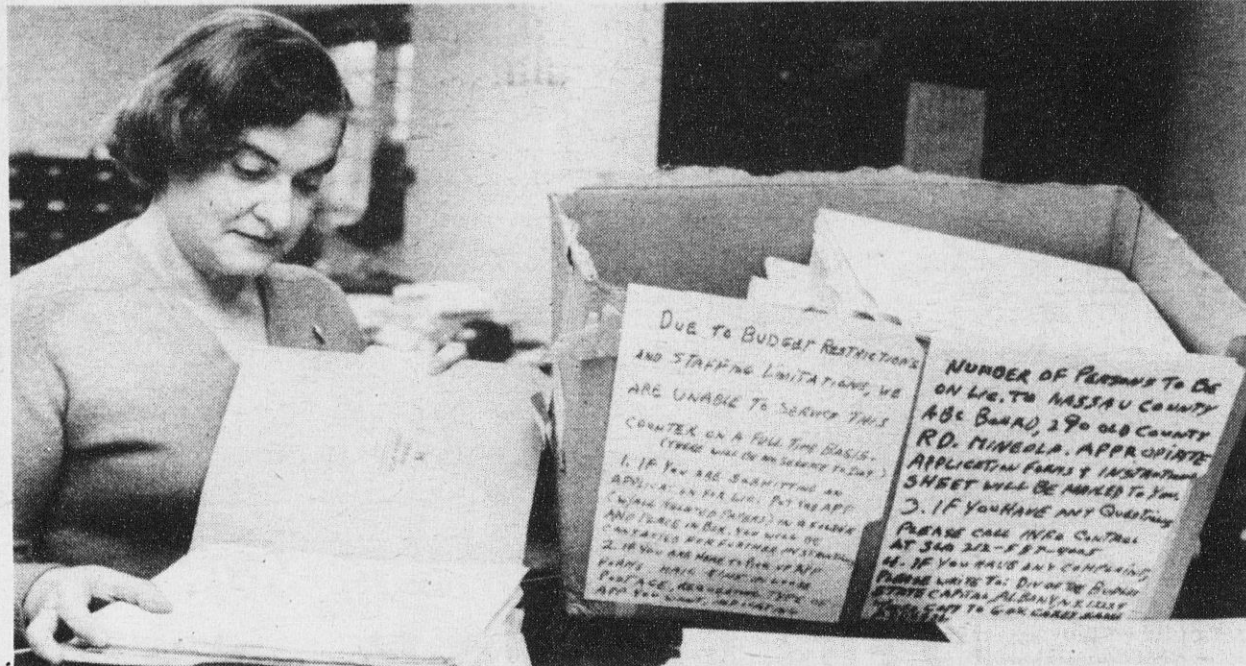
A long-time employee, Bergman has not used her accumulated leave time because of her sense of duty. If she went on vacation for a length of time, the office would be unable to function.

Originally the staff of the ABC Board office consisted of two stenographers and a typist. In 1975, one stenographer position was abolished and the typist position was vacated in 1981.

Nick Pollicino, CSEA field representative, has contacted the Division of Alcoholic Beverage Control and the Division of Budget on Bergman's behalf but has encountered this run around: the budget division will not fund or restore positions because of plans by the ABC board to consolidate. The ABC board cannot say when or even if it will consolidate local offices.

In the meantime, Bergman has been trying to do all the office's work since September 1981, when the typist retired. She maintains 3,000 active files, processes the 500 license renewal forms annually, replies to the 50 to 100 telephone calls on the office's three phones and tries to help the people who walk into the office daily with anything from a simple inquiry to how they can get their suspended licenses back.

Bergman, who has worked at the Nassau office since 1950, will be eligible to retire in three years. If she does, then there will be none.



ARLENE BERGMAN has the hopeless task of trying to keep even with the work load at the Nassau County Alcoholic Beverage Control office. Sign on

box informs public that staff shortage and budget restrictions make it impossible to service counter on a full-time basis.

Wage penalty time limit enforced; workers entitled to refund

ALBANY — A high-level state judge has ruled the state cannot deduct wage penalties for a job action after the time limit outlined in the Civil Service Law.

The ruling is the first to enforce the time limit given in the law, and in this case, it means that 100 CSEA members are entitled to a refund from the state.

The class action lawsuit began after several CSEA members were found in violation of the Taylor Law in 1979. Payroll deductions were made in July of 1979 and the matter should have been closed.

However, the state comptroller ordered an audit in 1980 which showed that certain additional deductions would have to take place from approximately 100 employees represented by CSEA, according to CSEA counsel Michael J. Smith.

The state then deducted additional wages from the 100 employees in the spring of 1980.

CSEA took the case to court arguing that the Civil Service Law sets a

time limit for deductions. If public employees are judged in violation of the Taylor Law, the deductions are to be made "not earlier than thirty nor later than ninety days following the date of such determination," according to the law.

The legal question was whether that time period was a strict time limit that "bars a public employer from making strike deductions at a period other than as provided in the statute."

The courts, both at the Supreme Court and the Appellate Division levels, ruled in favor of the unions. The judges declared that all payroll deductions from CSEA members after the Jan. 10, 1980 deadline allowed by the courts were improper and illegal.

The Taylor Law "clearly and unequivocally provides that the 30 to 90-day time limitation is binding upon the state and bars payroll deductions after its expiration," said Justice Leonard A. Weiss, in his ruling.



ASSEMBLYMAN, UNION OFFICIALS GIVEN SPECIAL TOUR — At the invitation of Dr. Lee Hanes, Director of St. Lawrence Psychiatric Center, a group representing all three state employee unions, and a state assemblyman, recently toured the new 304-bed hospital, and the Flower Building, site of the proposed prison on the grounds of the center. Shown in front row, left to right, are Jack Fisher, vice president of CSEA Local 423; George McCarthy, president of Local 423; Maggie Budd, administrative assistant to Assemblyman O'Neil and Dr. Hanes. Second row, left to right, Robert Wright, John Burke, both PEF representatives; Everett Stephenson, Deputy Director St. Lawrence P.C.; Joseph Cosentino, Local 423 PAC chairperson; John O'Neil, Assemblyman from 112th District; Rita Boyer, Chief of Nursing Service, St. Lawrence P.C.; Norman Jones, AFSCME Council 82 representative.

—(photo courtesy Ogdensburg Journal

For whom the belle tolls



Toll-taker Jackie Doonan likes the idea of being herself while on the job . . .

Jackie Doonan's job is taking a toll — and she enjoys it

By Stanley P. Hornak
CSEA Communications Associate

BEAR MOUNTAIN — Jackie Doonan says she took her job as a toll collector on the Bear Mountain Bridge because she "thought it would be fun" . . . and she hasn't been disappointed.

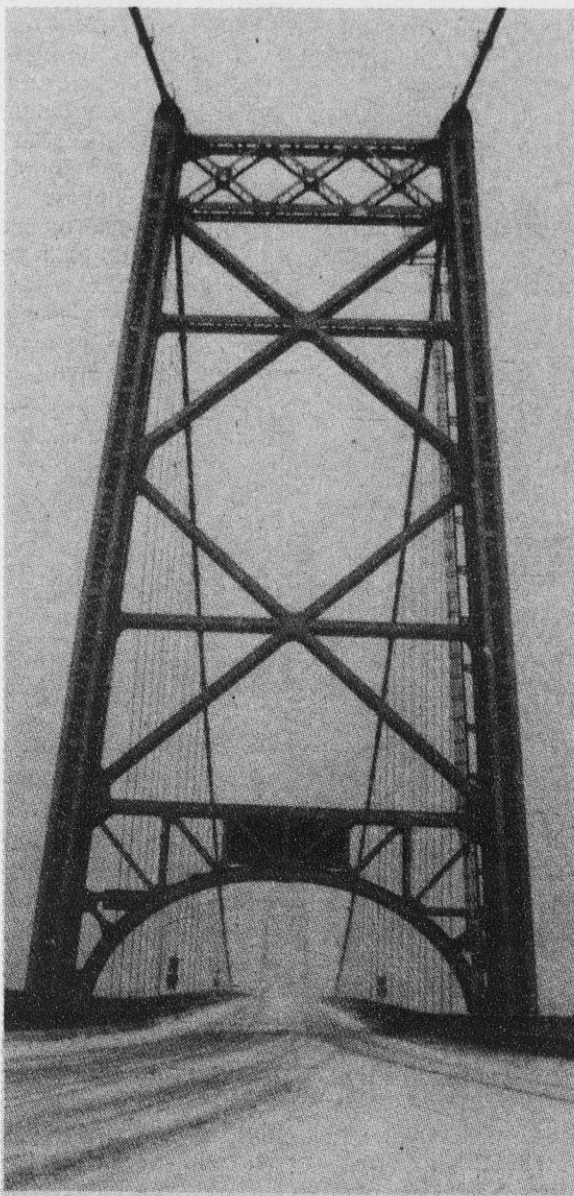
There was the time, for instance, the naked coupled stopped to pay the toll before crossing the bridge. "I told them I wasn't impressed and collected the 50 cents," related Jackie, who came to her job a year ago after doing similar work as a part-timer with the state Thruway Authority.

One of some 90 workers employed by the Mid-Hudson Bridge Authority and a member of CSEA Local 050, Jackie said she was drawn to her work site because of its scenic beauty, but was apprehensive about being only the second woman to work there.

She quickly learned there was nothing to worry about with her co-workers — "the guys always respected me" — though occasionally she has trouble with patrons — "dirty old men who slip me notes when paying their tolls."

The dark-haired 25-year-old, who radiates personality, believes her job is one of the few where "you're allowed to be yourself." This helps her cope with the variety of people she meets. Each month more than 200,000 drivers cross the span, one of five operated by the Mid-Hudson Bridge Authority.

The best patrons, Jackie finds, are the truck drivers, who "never make a wise remark." She also enjoys seeing many of the same commuters daily and always has a word or two for them.



. . . on the Bear Mountain Bridge . . .

"I'm friendly and they're friendly," she said citing her secret for preventing boredom. She does admit that sometimes the midnight shift can get tedious, without the steady stream of traffic to keep her busy.

Collectors work rotation shifts and have every fifth weekend off. "In the beginning, it took some adjustment, but I did get used to it," said Jackie. She is never bothered by weather, since the booths are heated and air-conditioned and there is a special overhead heater which keeps the toll collecting arm warm.

If she has one big complaint, it is the people who get mad at her for rules she didn't make but must follow. She says she never buys the old ruse, "I took the wrong turn," from those trying to avoid paying the toll. Patrons who can't come up with the money must surrender half of their driver's license, which will be returned only when the fee is paid.



. . . where she usually has a smile for many of the 200,000 drivers who take the crossing each month.

There is, however, more to a toll collector's job than taking tolls. These employees must be able to identify different types of trucks which pay fees depending on the number of axles they have. At the end of a shift, receipts must be counted and later totals will be double-checked. Records are also kept of revenue and non-revenue (police, National Guard, etc.) crossings.

Bridge Manager Chauncey Gaudienier says toll collectors must always be "polite, courteous and efficient," while Assistant Bridge Manager Frank McDermott points out they must also be knowledgeable because people are always asking directions.

Jackie Doonan is a good example of everything a toll collector should be.

CSEA charges Tompkins County with improper practice

ITHACA — The Tompkins County unit of CSEA Local 855 recently filed an improper practice charge against the county after it unilaterally allocated a newly-created position to a particular salary grade without negotiating with the union.

According to James Hennerty, CSEA field representative, the IP charge alleges Tompkins County violated New York State Civil Service Law (Section 209-a) by unilaterally allocating the newly-created position of Data Entry Machine Operator to a particular salary grade without the benefit of negotiations or discussion with CSEA.

CSEA, as requested, has submitted a legal brief to the Public Employment Relations Board (PERB).

Michael Smith, CSEA counsel in Albany, indicated the forthcoming decision could be far more important than its impact on one particular title.

"This proceeding will require PERB to analyze the impact, if any, of the Court of Appeals decisions in the Matter of Evans v. Newman, which held that salary allocation is not a mandatory subject of negotiation for employees of the State of New York," Smith said. "We (CSEA) are seeking to avoid this principle being applied to employees of municipal subdivisions."

The PERB decision is expected in the near future.

Agreements reached in Syracuse, Oneonta

2-year pact for Housing Authority Unit

SYRACUSE — After more than four months of solid negotiations, CSEA has reached a new and improved two-year contract for 110 employees represented by the Syracuse Housing Authority Unit of CSEA Onondaga County Local 834.

According to Roger Kane, collective bargaining specialist and chief negotiator for the unit, the new agreement calls for a salary increase of 7.5 percent, plus increment, each year.

Other contract terms include:

- All longevity steps increased by \$50 retroactive to Jan. 1, 1982.
- A compression of salary schedules, retroactive to July 1, 1981, which translates into an increase of 2.5 percent.
- An additional uniform allowance of \$35 to cover safety shoes and jackets.
- Payment of hospitalization for retirees and dependents to be the same as active employees (an improvement of 35 percent).
- Improved dental coverage.

In announcing agreement terms, Kane expressed his appreciation to the five other members of the negotiating committee. The team included Don Russell, unit president and chairman; Ken Stewart, Phyllis Gunn, Inez Mack, and Diane Scott.

New benefits for city employees

ONEONTA — A new two-year agreement calling for a 7 percent salary increase each year plus other improved benefits was recently ratified by members of the Oneonta City Unit of CSEA Local 839 Otsego County.

Jerry Phelan, CSEA field representative and chief negotiator for the unit, outlined the terms of the new pact, which are retroactive to Jan. 1, 1982.

In addition to increased wages, employees will benefit from a new overtime policy and an improved longevity clause.

Other new items include:

- A new dental plan offering 50 percent paid coverage.
- A cash payment of \$500 to any city employee who drops out of the health insurance plan.
- An increase of one vacation day for any employee after 20 years of service (up to 25 years).

"We are pleased about the salary increases and other benefits," said Phelan, "but it is also worth noting that the city proposed a number of contract 'take backs' and the only trade was Election Day for half days Christmas Eve and New Year's Eve."

Phelan also praised the efforts of Bruce Amadon, unit president and chairman; Claudia Naragon and Timothy Johnston, members of the negotiating team.

CSEA, AFSCME to launch statewide TV ad campaign next week

ALBANY — CSEA and AFSCME are taking a message directly into the homes of state taxpayers starting next week and the message is that the union's 200,000 members are providing thousands of valuable public services every day to make the lives of all New Yorkers better.

Starting Monday, the two giant public employee unions will join hands for a statewide television advertising campaign to sing the praise of public employees and remind taxpayers that there is value received from the public services they support.

"For far too many years we have allowed the public to believe all the political garbage about lazy public employees sitting around waiting for fat government pensions. We know it isn't true, but the public doesn't and every political opportunist from Albany to Washington is taking advantage of this myth to use us as the scapegoats for the problems of the economy," said CSEA President William L. McGowan in announcing the campaign.

Starting Monday, television stations in New York City, Albany, Utica, Syracuse, Plattsburgh, Binghamton, Rochester, Buffalo and Watertown will begin airing commercials produced for CSEA by the Albany advertising firm of Van De Car, DePorte and Johnson. The program, jointly supported by CSEA and AFSCME International, is designed to improve public opinion of public employees and to educate the public on the valuable role public services play in their lives.

CSEA Communications Director Gary Fryer said before the campaign has

ended in a few months, more than 90 percent of the taxpayers will have seen and heard our message more than a dozen times.

"An ad campaign on this scale is no panacea," Fryer said, "and it certainly isn't going to reverse all of the damage that has been done to the reputation of public employees over the years. But it will be a significant step in the right direction and it should foster respect for public services and, hopefully, some pride among public employees that they are providing valuable services to society despite the hardships they must endure as government workers."

The CSEA spokesmen praised the dozens of union members and leaders who cooperated in the production of the commercials which were filmed in and around the Capital District to minimize costs.

"Our union represents so many types of workers who perform valuable public services that the hardest part of our job was in limiting the services we could portray, rather than in selecting enough services," he said. "I only wish that everyone who cooperated in this effort could appear in the final commercial because they have provided a valuable service to their union."

The campaign will include most television stations in the major cities of the state and will also be distributed on cablevision systems carrying those stations into other areas.

Local to file grievance over promotional raise dispute in Suffolk County

HOLTSVILLE — Suffolk County CSEA Local 852 will file a grievance against Suffolk County claiming the county is misinterpreting the 1981 contract in saying that the minimum raise upon promotion is 4 percent rather than the 4.5 percent CSEA insists is accurate.

The move stems from a recent decision by a PERB hearing officer who said PERB had no jurisdiction in the dispute and that it should be decided by procedures in the contract.

The argument over the amount of the promotional raise has been raging between the county and the union for almost a year. It delayed the signing of the contract until last month. Both sides, however, finally agreed to sign the contract and abide by the ruling of the PERB officer on this matter.

On Feb. 19, PERB Hearing Officer Kenneth Toomey ruled PERB had no jurisdiction to interpret a contract. "I indicated that the resolution of the dispute was best left to the procedures spelled out within the contract," Toomey said.

Jack Farneti, the county's director of labor relations, said the PERB decision was a victory for the county and that the issue was closed. But Charles Novo, Local 852 president, said that "since PERB didn't hear the merits of the case, there was no decision. We plan on pursuing the matter through arbitration as the PERB hearing officer suggested."

Election ballots for AFSCME convention to be mailed April 1

ALBANY — Ballots for the election of CSEA's delegates to the 25th Biennial Convention of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, will be on the way to all CSEA members next week.

The ballots, samples of which appear throughout the pages of this edition of *The Public Sector*, are to be mailed on April 1. To vote in the election, members must read their ballot instructions, cast their votes and mail back their ballot so that it is received in Albany by no later than the morning of April 23.

CSEA is an affiliate of AFSCME, and under the AFSCME Constitution, the union elects delegates to attend the International's biennial conventions and vote on policy and constitutional matters decided at those conventions.

The delegates are elected by CSEA region and the number of delegates from each region is proportional to the number of union members from that region. Candidates were nominated in regional nominating meetings on March 6.

Candidates who are elected will be representing CSEA at the 25th Biennial AFSCME Convention scheduled to begin June 21 in Atlantic City, N.J.

The election notice printed on page one of this edition of *The Public Sector* contains the procedures to be followed in the event that a member does not receive an election ballot in the mail by April 12. Replacement ballots will be available in those instances through the member's CSEA regional office.

Ballots will be counted in Albany beginning on April 26, and will continue until completed. Winners of the election will be notified immediately and the results of the election will be published in a future edition of *The Public Sector*.

Creedmoor PC employee reinstated with back pay



CSEA STATEWIDE TREASURER Jack Gallagher, left, is conducting a series of visits to regional and satellite offices to discuss financial matters. Gallagher is shown at one of those visits discussing financial procedures with Westchester Development Center Local 432 Treasurer Richard Colson.

NEW YORK CITY — More than two years after he was suspended and placed on leave without pay, Creedmoor Psychiatric Center Local 406 member Louis Moore has been reinstated with full back pay and benefits and cleared of patient abuse charges.

The charges against Moore were dropped as a result of a settlement on Moore's behalf between CSEA and the state before an arbitrator.

Based on the statements of adolescent patients, Moore was charged with patient abuse and suspended without pay in 1979. His case was immediately sent to arbitration, where a battle took place over the right of Moore's legal counsel to gain access to the records of patient witnesses to the alleged incident of patient abuse.

According to Arthur Helton of the CSEA regional law firm of Mailman & Ruthizer, who represented Moore, the state's case against Moore was based solely on the statements of adolescent psychiatric patients. The state had no medical evidence that the patient in question was abused.

To prove Moore's innocence, Helton had to establish that the witnesses to the alleged incident could not be relied on to give accurate testimony. To do this, he needed to review their medical records.

Claiming that the right of patients to confidentiality of their records was at issue, the state refused to grant Helton access to the records of the patients who were scheduled to testify against Moore. In response, CSEA went to court to gain access to the records.

The New York State Supreme Court ruled that

Moore's legal counsel had the right to inspect the records of patients who were scheduled to testify at the arbitration hearing and ordered the state to deliver the records to the arbitrator.

The state sought to reverse the Supreme Court decision in two appeals through the Appellate Division of the New York State Court of Appeals, but the original Supreme Court decision was upheld.

Finally, after three hearings before an arbitrator, CSEA and the state settled the case on Moore's behalf, establishing his innocence and granting him his back pay, benefits and a transfer so that he could arrange his schedule to attend school and complete his college education.

Helton, pleased with the settlement, noted that other CSEA members stand to benefit by Moore's victory and other court cases regarding access to patients' records.

"Moore's case and other cases won by CSEA clearly establish the right of legal counsel to review patients' records when the state's case against an employee is based in any way on patients' testimony," Helton said. "The courts have also established the procedures to be followed to protect the confidentiality of patients' records while assuring employees brought up on charges of a fair hearing in arbitration."

Helton reported that as a result of the court decision in the Moore case and other similar cases, the state is no longer disputing CSEA's right to review patients' records in arbitration hearings.

Alden pact provides 15% wage hike over two years

ALDEN — A two-year collective bargaining agreement has been reached in behalf of members of the Alden Cafeteria School Unit of CSEA Erie County Educational Local 868.

Wage increases for the 25-member unit will be 8 percent in the first year, retroactive to July of 1981, and 7 percent in the second year.

All employees will be included under New York State Disability coverage, and a zero co-pay prescription plan for all eligible employees will go into effect in September.

Contract language improvements include addition of a recall provision to the layoff articles and

modification of the discipline procedure to include all disciplines.

CSEA collective bargaining specialist Danny Jinks was chief negotiator, heading a committee that included Irene Sivecz, Audrey Grant, Helen Stephan and Unit President June Beyers.

Malone schools reach agreement — finally

MALONE — After more than 12 months of negotiations hampered by an impasse, a new two-year contract has been reached between the Malone Central Schools Unit of CSEA Local 817 Franklin County and the Malone School District.

Don Brouse, CSEA field representative and chief negotiator for the 155 non-instructional employees represented by the unit, reported the new pact contains some minor language changes, but deals primarily with significant salary increases of 11 percent the first year, and 8 percent the second year, retroactive to July 1, 1981.

"It took us more than one year to reach an agreement, but we feel the salary increase justifies the time and effort," Brouse said.

Brouse also paid a special tribute to the negotiating committee members for their "unselfish sacrifice" during the many months of bargaining talks.

The negotiating team included Mary Hanna, unit president; Jean Kelly, chairwoman; and Leona Gagnier, Joan Marshall, Sue Coryea, Dave Brooks, Bruce Benware, Martin Coolidge and Pat Wilson.

Sick bank established



TRUSTEES of the newly established Emergency Sick Leave Bank report that 600 Westchester County unit employees have donated two days each to the "bank," which can be tapped by co-workers who have exhausted accumulated leave time and are suffering long-term illnesses.

Meeting recently were, from left, Chairman Bill Pratley, Trustee Marc Pruzan, Collective Bargaining Specialist Ron Mazzola, Grievance Chairman Jack Whalen and Trustee Mary Naylor-Boyd.

Why CSEA endorsed

CUOMO

By Joseph Conway, Chairman
Statewide Political Action Committee

EXPLAINING CUOMO'S ENDORSEMENT to a combined meeting of CSEA's local presidents and statewide Board of Directors, Joseph Conway, right, Chairman of the Statewide Political Action Committee, gestures in emphasizing the clear cut choice of candidates seeking the Democratic gubernatorial nomination.



Two weeks ago this union shook off one of the last vestiges of the reputation it once had as a "social club." After five years of increasingly effective activity in politics, CSEA took the big step and ended its tradition of neutrality in gubernatorial politics. By unanimous vote, your Political Action Committee endorses Lt. Gov. Mario M. Cuomo's campaign to win the Democratic gubernatorial primary.

For a lot of CSEA members, and a lot of elected public officials around the state, this endorsement was a surprise. Not so much because the largest public employee union in the state had endorsed a candidate with a proven record of support for labor and as a defender of public services, but because instead of jumping on the bandwagon after it got rolling, we jumped on Mario Cuomo's wagon before it even started moving. When we endorsed Mario Cuomo, he hadn't even formally announced his candidacy, although he made it no secret he would.

Why Mario Cuomo?

You can start with his record as a public employer. As Secretary of State for New York, Mario Cuomo established a relationship of trust and respect with his employees, many of whom were CSEA members. He created upward reclassifications for many positions, fought for and implemented a career ladder program, started in-service programs to spur upward career mobility and actively recruited women in professional positions. More people were promoted during his tenure than at any other time in the history of the Department of State.

Then, of course, there are the positions that Lt. Gov. Cuomo has taken in support of public employee goals. He was an active supporter of CSEA's efforts to win legislative mandates granting all New York public employees the same occupational safety and health act protections (OSHA) as our brothers and sisters in private industry. He was equally active in support of our efforts to win supplementation of pension benefits for public employees in the Employment Retirement System.

Mario Cuomo also believes that it's not fair for public employee union members to have to pay to support the benefits of unionism alone, while non-members receive the same benefits of representation but refuse to pay their fair share of the cost. He, therefore, supports agency shop legislation that keeps the free-loaders off the backs of union members and helps to keep union dues down.

The lieutenant governor also publicly supports continued care for the mentally handicapped in this state. He has embraced the tenets of the "Morgado Memorandum" and the minimum staffing levels and state operation of community care facilities that it provides.

And that's not all. Mario Cuomo is an active proponent of equal rights for minorities and women, he wants better care for the elderly and he led the clean-up of corrupt nursing homes in New York. He believes in increased federal assistance to state and local government, help for the deteriorating inner cities and reform of campaign financing.

As far as his position on Reaganomics and the thousands of public employees layoffs it has caused, it suffices to say that Mario Cuomo was chairman of the New York Carter Re-Election Committee in 1980.

Now that you know why Cuomo is the kind of candidate that our union can support, it probably won't come as any surprise to you that Mario Cuomo has had labor support in every political campaign in which he has been involved.

So why do we have to endorse him now, so long before the primary election is even held?

Unfortunately, the best reason for an immediate endorsement of Mario Cuomo is his opponent, Edward Irving Koch, the mayor of the City of New York.

You've probably read that Ed Koch is something of a media sweetheart. You certainly heard about his decision to ignore his pledge to New York City voters and seek the Democratic nomination for governor.

Well if you have the impression he is a front runner for that nomination, you are not alone. A lot of people have that impression. And despite the fact that Koch's support will undoubtedly dwindle the more he campaigns and makes comments — like the one about suburban and rural life being "sterile" — there is a dangerous false impression that he is the man to beat.

Without early and substantial support for the Cuomo campaign now, the Cuomo campaign might get steamrolled by a Koch bandwagon effect. An endorsement later might simply be too little, too late.

So what's in this for you?

Well, a very difficult fight, for one thing. It isn't going to be easy to raise the necessary funding to offset the Koch media advantage. Ultimately, working together and with our brothers and sisters in labor who will join the Cuomo-CSEA bandwagon, we can and will defeat Ed Koch and win the democratic primary election.

And should the voters of this state send Mario Cuomo to the Governor's mansion, public employees like you will be able to breathe a lot easier with an experienced, compassionate man as the chief executive of this state instead of a politician who changes his view depending upon how the political winds are blowing.

In the coming weeks, your union will be asking you to help us help you by joining with us in working to make Mario Cuomo the Democratic Party's candidate for Governor of the State of New York.



ACCEPTING CSEA'S ENDORSEMENT, Lt. Gov. Mario Cuomo, center, listens as CSEA President Bill McGowan explains to a March 11 Albany press conference that the state's largest public employee union has ended 72 years of isolation in gubernatorial politics and made its first ever endorsement in a gubernatorial primary election. CSEA Executive Vice President Thomas McDonough, left, and the union's other statewide officers were present at the press conference along with the union's Board of Directors and the Statewide Political Action Committee which made the endorsement.

Contract countdown

Deadline April 1 for ratification ballots

ALBANY — CSEA members in the state's Administrative, Institutional and Operational bargaining units have only a few days left to make their vote count in the ongoing ratification balloting for CSEA's tentative agreements with the State of New York.

The union and the state reached agreement on February 27 following months of tough bargaining. The three-year pact would increase state salary schedules by 32 percent over three years in addition to incremental and longevity payments, plus other major gains.

Ratification ballots were mailed to CSEA members on March 15

after exact contract language had been mailed to each member and full details of the agreement had been spelled out in two editions of The Public Sector and in contract highlight sheets (mailed with ratification ballots).

CSEA President William L. McGowan who led the union's negotiating teams through negotiations, has urged every union member in the affected bargaining units to vote for ratification of the agreement, described as the "best ever" for state workers.

Ratification ballots will be counted in Albany on April 1 under the supervision of the union's Statewide Elections Committee.

Western meetings draw big turnout of members

BUFFALO — The recently-negotiated tentative contract hammered out by CSEA in behalf of its 108,000 state employee members was discussed by and explained to large numbers of members in Region VI who attended four contract informational meetings held throughout the region.

Questions about the lag pay feature, make-up money from the expiring contract and when members would receive their promised pay boosts dominated the sessions held for western New York members.

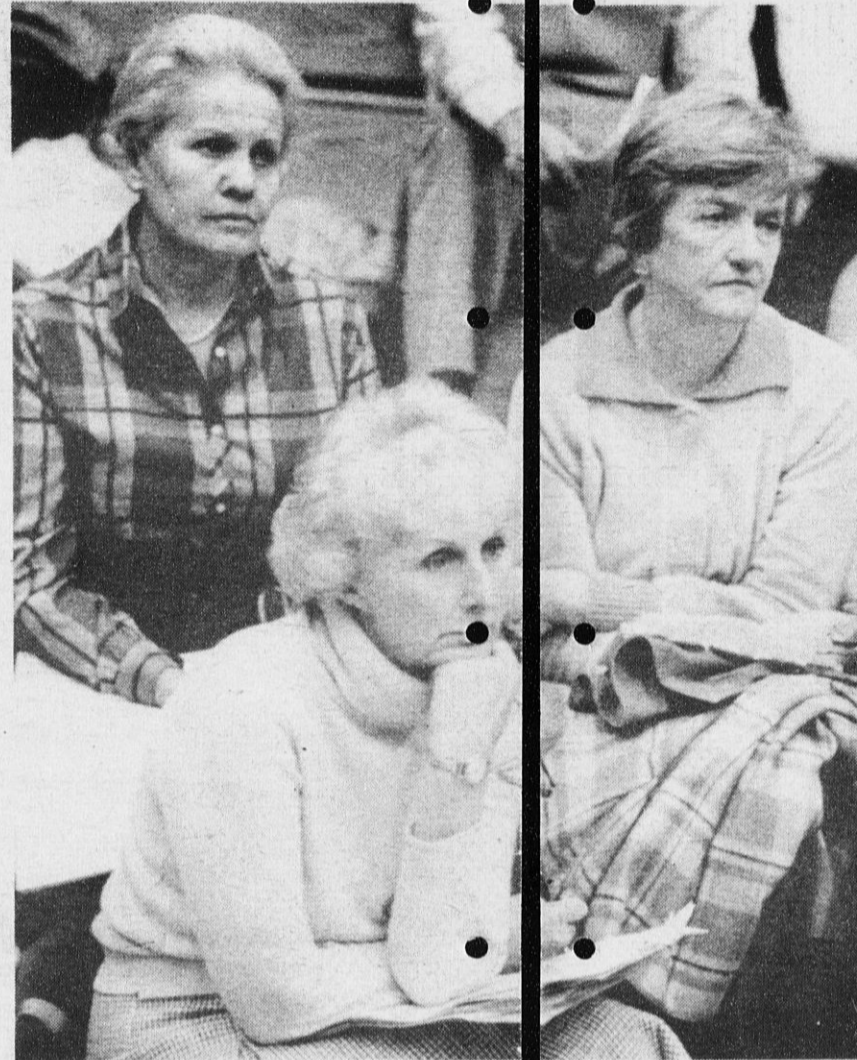
CSEA President William L. McGowan attended the Buffalo meeting and, along with CSEA Collective Bargaining Specialists Jack Carey and Nels Carlson and CSEA Researcher Bruce Wyngaard, answered questions and explained details of the proposed contract.

If the sentiments of those in attendance reflect the mood of the entire voting membership, the pact will be ratified overwhelmingly, according to Region VI President Robert L. Lattimer, who led the membership in applauding the efforts of the CSEA negotiating team.

The contract was explained in great detail by the CSEA staffers and the negotiating team members from the respective bargaining units. The Institutional Unit was represented by Liz Watts of Roswell Park Memorial Institute and Debbie Lee of West Seneca Developmental Center.

Mary Ann Bentham of SUNY/Fredonia and Elaine Todd of the Department of Labor represented the Administrative Services Unit and Tom Warzel of SUNY/Buffalo and John Wallenbeck of Department of Transportation, Hornell, detailed the Operational Unit contract.

President McGowan urged those in attendance to pass the word to their fellow workers to "make their feelings known one way or the other about the pact by marking your ratification ballot and sending it back to Albany in time for it to count."



INTEREST IS EVIDENT in the faces of the state employees attending contract information meeting in Long Island Region this week.



CSEA CHIEF NEGOTIATOR James W. Roemer, Jr., left, and CSEA President William L. McGowan, right, answer questions from the floor during an informational meeting in Albany on March 10 for CSEA's state leadership. The meeting was called by President McGowan to explain details of the union's tentative agreement that provides state employees with salary increases of 32 percent plus increments and longevity payments over the next three years.

Predict overwhelming passage of contracts

FARMINGDALE — CSEA President William L. McGowan predicted here this week at a 3-hour contract information session for Long Island state workers that the contracts will be ratified by a wide margin.

The Long Island session was the latest in a month-long series of informational meetings held throughout the state.

At the meeting at SUNY Farmingdale, about two-thirds of the session was devoted to questions and answers concerning the lag payroll situation. Atty. James Roemer, chief union negotiator, said the state's three-year offer, which included the first year lag, was made with the stipulation that it was a take it or lose it proposition.

The chief negotiator explained that after careful study, it was felt that last offer binding arbitration (LOBA) could result in the loss of the last two years of the offer and that it was also probable that the union would not obtain a 9 percent one-year raise either under LOBA, based on the state's ability to pay.

He also said the negotiating teams felt "it was more beneficial to receive 9 percent with a lag because the 9 percent goes into your base pay after the first year."

ONE OF MANY MEMBERS who asked questions about tentative contracts at information meeting in Albany, above left. In photo at left, Ted Serinis of Pittsford Department of Transportation Local 506 studies copy of contract during informational meeting held in Rochester.



UNION NEGOTIATING TEAM MEMBERS Mary Ann Bentham, left, and Elaine Todd, center, discuss contract at Rochester meeting while Jack Carey, director of collective bargaining services, listens.



CRAIG DEVELOPMENTAL CENTER Local 405 members Betty Cappadonia and Frank Palermo show deep interest in contract discussion.

Layoff threat still fresh memory for Labor Dept. members

'No one's going to save our jobs for us if we don't stand up for ourselves . . . and I really think the overall unemployment situation will get even worse before it gets better.'

—Sylvia Ebersold, president, CSEA Local 012



CHECKING STATISTICS — CSEA Local 012 President Sylvia Ebersold, right, checks over Labor Department Statistics with Employment Service Manager Ann Bachorski.

Efforts under way to prevent reoccurrence in '83

By Ron Wofford
CSEA Communications Associate

ROCHESTER — Region VI CSEA members who work for the state Department of Labor are not taking the recent reprieve of federally-funded job service cutbacks complacently.

Rochester-area DOL employees who had earlier urged their U.S. congressional representatives to vote against the Reagan-proposed cutbacks if the bill reached Congress, plan to continue and intensify their efforts to prevent a threatened 1983 duplication of the same cuts.

Rochester CSEA Local 012 President Sylvia Ebersold, who has "been on the offensive since Reaganomics began," wants more of her fellow members to "take the initiative and stay in contact with your congressmen and senators and let them know that you want the valuable services you deliver to the public to remain uninterrupted."

Ebersold, who earlier had joined in an effective letter-writing and telegram campaign spurred by Region VI President Robert L. Lattimer, said she plans to urge her members in upcoming local meetings and through Local 012's recently-started newsletter "not to let our momentum falter."

"No one's going to save our jobs for us if we don't stand up for ourselves

and believe in the dignity of our jobs and the public's needs," she said. "And I really think the overall unemployment situation will get even worse before it gets better."

Ebersold said all DOL employees were given "layoff packets" in anticipation of the job service cutbacks she feels even the normally complacent employees were sensitized to the potential loss of their jobs, or at least massive disruption through bumping procedures that would have caused many job site transfers as well as lower pay.

"Some of our members know they were almost on the other side of the unemployment line," said Dolores Carbone, a delegate for Local 012 and editor of the "Union Reporter" newsletter.

'State workers have been suffering for years trying to get even with the cost of living . . . it will only get worse unless we mobilize.'

—Freda Williams, senior employment security clerk

"Our unemployment insurance lines are a lot longer now and everyone's aware of the poor state of the economy," said Carbone, a DOL principal security clerk. "We need to convert that knowledge to concerted positive action."

Freda Williams, a senior employment security clerk, has written letters to her U.S. congressmen and state legislators and "would be willing to march" to underline her feelings about what she considers unfair treatment of public employees.

"State workers have been suffering for years trying to get even with the cost of living," Williams said. "And it will only get worse unless we mobilize."

"We've got the ball rolling but we've got to keep working to make as many of our members as possible aware of what it means to be politically conscious," said Sylvia Ebersold. "The next step is underlining how that awareness can help save our jobs. This most recent job threat cutback is a great example."

Pride in one's job and the knowledge that a needed public service is being delivered by one's efforts should contribute to all public employees' self-esteem, "even in the face of Ronald Reagan's continuous attacks on government and its workers," said Region VI President Lattimer.

"Political action by CSEA on many fronts has proven effective, from our regional subdivisions through to our Albany connection, Lattimer said. "We're now working on building our Washington base even more because the future of all our jobs emanates from D.C. through Albany to our counties, cities and school districts."

The regional president said it's becoming increasingly important that the union monitor what's happening in Washington and Albany. "Then we must transmit that information through the local leadership to the individual members, who then must let their political representatives know their feelings.

"We're all fed up with attacks on public employees, but few people realize that the union is the only full-time public employee advocate," continued Lattimer. "There are some public interest groups whose aims coincide with ours, but, by and large, the union is the only entity that can and is working full-time in behalf of the public employee."



CONCERNED EMPLOYEES — Two Labor Department members concerned about maintaining level of services are Principal Security Clerk Dolores Carbone, left, and Senior Employment Security Clerk Freda Williams, both of Local 012.

**IMPORTANT:
READ INSTRUCTIONS ON REVERSE SIDE BEFORE VOTING**

Slate 1 (52 candidates)

"The Long Island Slate"

- 1 Danny Donohue
- 2 Nicholas Abbatiello
- 3 Arthur Loving
- 4 Carol Craig
- 5 Jack Geraghty
- 6 Dorothy Goetz
- 7 Jean Wichmann
- 8 Jerome Donahue
- 9 Charles Novo, Jr.
- 10 John Madlon
- 11 Louis Mannellino
- 12 Charles Sciafani
- 13 Joseph LaValle
- 14 Frank Fasano
- 15 Walter Weeks
- 16 George Donovan
- 17 Jean Anguilo
- 18 Carl Fennell
- 19 Ida McDaniel
- 20 Vivian Landstrom
- 21 Roy Dewitt
- 22 Nicholas Avella
- 23 Betty Holt
- 24 Rita Wallace
- 25 Ralph Spagnolo
- 26 Nicholas Dellisanti
- 27 Edward Ochenkoski
- 28 Trudy Schwind
- 29 Mary Calfapietra
- 30 Sam Piscitelli
- 31 Gus Nielsen
- 32 Gloria Moran
- 33 Eugene Cammarato
- 34 Stephen Goldberg
- 35 Doris Kasner
- 36 Fred Gropper
- 37 Roosevelt Jackson
- 38 Dorothy Garage
- 39 Nick LaMorte
- 40 Michael Curtin
- 41 Jean Frazier
- 42 Bill Chacona
- 43 Catherine Green
- 44 James Forsyth
- 45 Kenneth Darby
- 46 Sam Iadicicco
- 47 John Stein
- 48 Shirley Germain
- 49 Kevin Mastridge
- 50 Kevin Dobbs
- 51 Douglas Goerke
- 52 James Piersanti

**VOTE FOR NO MORE
THAN 52 CANDIDATES**

Region I

Slate 2 (51 candidates)

"Nassau/Suffolk Team"

- 53 Tom Gargiulo
- 54 John Alosio, Jr.
- 55 Tom Stapleton
- 56 Alice Groody
- 57 Ed Plumber
- 58 Pat Finno
- 59 Jay Cartman
- 60 Evelyn Palumbo
- 61 Dolores Gabay
- 62 Geri Cadieux
- 63 Terry Ribaud
- 64 Dan Savi
- 65 Gwen Nolan
- 66 Sue Dugan
- 67 Joe Grispino
- 68 Bill Gardner
- 69 Dave Ward
- 70 Isabelle D. Jones
- 71 Brian Gilbride
- 72 Thomas Holdener
- 73 Jerry Felice
- 74 Salvatore Pezzolanti
- 75 Robert Ford
- 76 James Mattei
- 77 Carlo Pugliese
- 78 Marilyn Crespi
- 79 David Flaumenbaum
- 80 Robert Tarsitano
- 81 Nick Marrano
- 82 Barbara Rotunno
- 83 Diane English
- 84 Norman Bohrer
- 85 Ruth Kempf
- 86 Tony Lagnese
- 87 Chuck DeMartino
- 88 Gerry Myott
- 89 Peter T. Zahn
- 90 Kenneth R. Snopkowski
- 91 Robert T. Delvecchio
- 92 Patrick Murphy
- 93 Ronald Novinski
- 94 Joseph LaPonta
- 95 John G. Beattie
- 96 James Darby
- 97 James Simonsen
- 98 Victor Passarello
- 99 Patricia Fourney
- 100 Wolfgang Hasselbach
- 101 Frank Jessup
- 102 Jeanne Kaloroumakis
- 103 Chris Tomassone

Slate 3 (50 candidates)

"Pilgrim Slate"

- 104 Joe Noya
- 105 Crawford McPhatter
- 106 Sylvia Weinstock
- 107 Mike Stekardis
- 108 Rudy Perrone
- 109 Carol Guardiano
- 110 Oradel Fuchs
- 111 Robert Williams
- 112 Joe Lind
- 113 Bill Washington
- 114 Bessie LoBalbo
- 115 Vito Bertini
- 116 Gus Vasquez
- 117 Joan Parlak
- 118 Chuck Gubelman
- 119 J. Johnson
- 120 Gloria Grauer
- 121 Yolando Camberdella
- 122 William Caruana
- 123 Clarence Tardd
- 124 Mary Rodd
- 125 Bill Oram
- 126 Juanita Morris
- 127 Carol Williams
- 128 Richard Losi
- 129 Frank Dolinski
- 130 Ed Haubeil
- 131 Bill Pfefferle
- 132 Larry Plompen
- 133 Mike Marrone
- 134 Jack Ferina
- 135 S. Astuto
- 136 Gene Townsend
- 137 Carol Bertini
- 138 Marge Noya
- 139 Roselie Washington
- 140 Clyde Jennings
- 141 Mickey Prisco
- 142 Jim LaRock
- 143 Peter Daly
- 144 Joseph Denaro
- 145 Augie Perotti
- 146 Larry O'Connor
- 147 Al Bedor
- 148 Frank Sheridan
- 149 Al Breyenzer
- 150 John Koerner
- 151 Sal LoBue
- 152 Jim Lovell
- 153 William O'Connell

- 154 Aileen Ronayne
- 155 Jackie Boboris
- 156 Helen Regis



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Federal court ruling:

**OSHA inspectors
may be held liable
for unreported
safety hazards**

OSHA inspectors must point out all safety hazards on the job site. If they don't and a neglected hazard later causes an injury, they can be held accountable.

That's the gist of a recent court decision that allowed an injured employee to sue the federal government.

The story behind the case was that federal OSHA inspectors had examined a worksite in a New Hampshire shoe factory several times. Each time, they neglected to point out an unguarded drive shaft on one of the machines.

While working on that machine, one of the employees was hurt when her hair became entangled in the unguarded drive shaft.

Since the federal inspectors had issued no citations for violations of the OSHA law, the employee complained that OSHA officials had been negligent in enforcing the act's requirements at her worksite. She asked for monetary damages for her injuries from the federal government.

The government tried to dismiss her claim, but the federal court upheld her right to sue for damages. The judge said that the Federal Tort Claims Act cancels the federal government's immunity from prosecution in cases of "personal injury or death caused by the negligence or wrongful act or omission of any employee of the government."

**IMPORTANT:
READ INSTRUCTIONS ON REVERSE SIDE BEFORE VOTING
Region II**

Slate 1 (23 candidates)

"Leadership Slate"

- 1 George Caloumeno
- 2 Frances DuBose
- 3 Brenda Nichols
- 4 George Boncoraglio
- 5 Ann Worthy
- 6 Joseph C. Johnson, Jr.
- 7 James Harrison
- 8 Cassell Brockett
- 9 Phyllis Ferguson
- 10 Lenora Lee
- 11 Dennis Tobin
- 12 Stella Williams
- 13 Ernest Punter
- 14 Bob Nurse
- 15 Clinton Thomas
- 16 Floyd Payne
- 17 Wesley Baily
- 18 John Jackson
- 19 Roy Johnson
- 20 Charlotte Rue
- 21 Jackie Battle
- 22 Denise Berkley
- 23 Priscilla Bullock

Slate 4 (21 candidates)

"The Membership Slate"

- 34 Jimmy Gripper
- 35 Barbara Farrell
- 36 Willie Raye
- 37 John Naro
- 38 Marjorie Reeves
- 39 Helen Carter-Cugno
- 40 Kirk Scott
- 41 Leroy Edwards
- 42 Felix Rodriguez
- 43 Keith Edwards
- 44 Saint Clair Payne
- 45 Everton F. Phillips
- 46 Warren Albright
- 47 F.W. Frazier
- 48 Sarah Johnson
- 49 Charles Perry
- 50 George Austin
- 51 Joseph Matons
- 52 Alexandra Rivera
- 53 Maria Roman
- 54 Yzon Destine

Slate 2 (2 candidates)

- 24 James Patrick Heekin
- 25 Madeline Sapio Keohan

Slate 5 (3 candidates)

- 55 Robert Sage
- 56 Rose Marie Bazemore
- 57 Isadore Morales

Slate 3 (9 candidates)

"Downstate Medical Center Leadership Slate"

- 26 Anita Schiowitz
- 27 Audley E. Batiste
- 28 Al Mirable
- 29 Harry Frankiewicz
- 30 Lloyd Graham
- 31 Janice Wood
- 32 Al Davis, Jr.
- 33 LaVern Perry

Slate 6 (2 candidates)

"Pick the Young Speakers Slate"

- 58 Douglas L. Murphy
- 59 Melvin Sheppard

Slate 7 (2 candidates)

- 60 Geraldine MacMillen-Cherry
- 61 Dorothy LaFrance

- 62 Nancy Ann Gonzales-Unger
- 63 Dolly Krampner
- 64 Louis Gilmore
- 65 William Bear
- 66 Edward Gray
- 67 Henry Reese
- 68 Irittia Dennis
- 69 Ethel Sandler
- 70 Doris Johnson

VOTE FOR NO MORE THAN 23 CANDIDATES



The sample ballot reproduced here was accurate in content as of noon, Thursday, March 25. It is however, subject to change and any such changes will be reflected in the actual ballot scheduled to be mailed to eligible members on April 1.

Labor Department installation

Newly elected officers of the Department of Labor CSEA Local 352 in Buffalo were installed recently by CSEA Statewide Secretary Irene Carr, seated left front. Standing from left are President Elaine Todd, Second Vice President Sharon Cordaro, Treasurer Doreen Lapis, and Executive Board Members Rita Dietrich and JoAnne Occhino. Seated from left are Ms. Carr, First Vice President Jacci Reed, Secretary Helen Milliken and Board Member Shirley DeBalski. Board Member Lena Fazio is missing from the photo.



**IMPORTANT:
READ INSTRUCTIONS ON REVERSE SIDE BEFORE VOTING**

Region III

Slate 1 (37 candidates)

"Unity Slate"

- 1 Raymond J. O'Connor
- 2 Pat Mascioli
- 3 Harold Ryan
- 4 Rose Marcinkowski
- 5 Eleanor McDonald
- 6 Grace Woods
- 7 Eva Katz
- 8 Patsy Spicci
- 9 Barbara Swartzmiller
- 10 Ellis Adams
- 11 Irena Kobbe
- 12 Jack Cassidy
- 13 Robert Thompson
- 14 Marie Romanelli
- 15 Jim McNutt
- 16 Carmine Ricci
- 17 Bob Watkins
- 18 Alex Hogg
- 19 Richard Riley
- 20 Gary Eldridge
- 21 Wade Willis
- 22 Jane Lewis
- 23 John Lowery
- 24 Martin Mesuda
- 25 Ray Zerberini
- 26 Janice Schaff
- 27 Kay Cayton
- 28 Scott Daniels
- 29 Jerry Barbour
- 30 Jack Whalen
- 31 Barbara Peters
- 32 Marlene High
- 33 Grace Ann Aloisi
- 34 Hugh Crapser
- 35 Bill Kenneweg
- 36 Glenda Davis
- 37 Jose Pedre

Slate 2 (37 candidates)

"Workers Slate"

- 38 Roger A. McLane
- 39 Thomas LeJeune
- 40 Henry Brennan
- 41 Brenda J. Masterson
- 42 Brian Dalton
- 43 Kenneth Klinko
- 44 Sandra Klinko
- 45 Michael Melnyk
- 46 Chuck Allen
- 47 Jack Shaw, Sr.
- 48 Terri Pitcher
- 49 Edwar Clark
- 50 Doris W. Josephson
- 51 James Pauline
- 52 Deloris Bracken
- 53 Judy Brusi
- 54 John Koche
- 55 Susan Carter
- 56 Jessie Riley
- 57 Donald Lamb
- 58 Sue Miller
- 59 William Hitsman
- 60 Ann Schooner
- 61 Lee C. Mercado
- 62 William Cahill
- 63 John J. Lupi
- 64 Seth R. McNeil
- 65 Gerard M. Lear
- 66 Mary Fryar
- 67 Nicholas Glamann
- 68 Kuziyathu Thomas
- 69 Orpha Thomas
- 70 Samuel R. Jones
- 71 Josephine Swart
- 72 Carole M. Peets
- 73 Evangeline S. Rodriguez
- 74 Madeleine Gallagher

SAMPLE BALLOT

The sample ballot reproduced here was accurate in content as of noon, Thursday, March 25. It is however, subject to change and any such changes will be reflected in the actual ballot scheduled to be mailed to eligible members on April 1.

VOTE FOR NO MORE THAN 37 CANDIDATES



- 75 E. Sands Frost
- 76 Estelle Schmidt
- 77 Patricia A. Nealon
- 78 Bernard F. Cohen
- 79 Solomon Williams
- 80 Cyrial Toomer
- 81 Samuel J. Zippilli
- 82 Marie Tuthill
- 83 Barbara Higgins
- 84 Sallie J. Bauer
- 85 Anthony Fattarino
- 86 Sean Egan



EAP agreement signed at Fredonia

FREDONIA — An Employee Assistance Program has been established at the State University College at Fredonia, jointly sponsored by CSEA Locals 607 and 627, two other employee unions and the Student Affairs office.

More than 900 university employees will be covered by the agreement, which provides confidential referral assistance to employees with financial, medical, family, alcohol, or drug-related problems.

Walter Zielinski has been named EAP coordinator and will be based at the Rockefeller Arts Center, room 215. The phone number is (716) 673-3586.

Those present at the recent agreement signing are pictured in the accompanying photo. They are, standing, left to right, Wendy Cummings, University Police Council 82; Mary Ann Bentham, president of CSEA Local 607; JoAnn Kaufman, UUP president; and Christine Rhodes, president of CSEA Local 627.

Seated, from left, are Pat Green, committee chairwoman; Dr. Dalla K. Beal, college president; and Zielinski.

**IMPORTANT:
READ INSTRUCTIONS ON REVERSE SIDE BEFORE VOTING**

Region IV

Slate 1 (38 candidates)

"United Slate"

- 1 Thomas McDonough
 2 Joe McDermott
 3 C. Allen Mead
 4 Barbara Skelly
 5 Shirley Brown
 6 Gerald Toomey
 7 Carmen Bagnoli
 8 Jeanne Kelso
 9 Fran Wilusz
 10 William Zippiere
 11 Kathryn Saddlemire
 12 Betty Lennon
 13 John Francisco
 14 Jeanne Lyons
 15 Louis Altieri
 16 June Robak
 17 John Gully
 18 John McAlonan
 19 Jeanne Pratt
 20 Joseph Conway
 21 Susan Crawford
 22 Al Oliver
 23 Ruth Hathaway
 24 E. Marilynne Whittam
 25 Dann Wood
 26 Karen Murray
 27 Marianne Herkenham
 28 Betty C. Collins
 29 Cindy Egan
 30 Dolores Farrell
 31 Earl Kilmartin
 32 Barbara Stack
 33 Dominic Ruggeri
 34 Gilbert Tatro
 35 Richard Canniff
 36 Charles Staats
 37 William Fetterling
 38 John Weidman

- 39 Robert Lassone
 40 Louise McGlaufflin
 41 Judy Harrington
 42 Michelle Ring
 43 Ernestine Lafayette

Slate 2 (3 candidates)

- 44 Susan M. Smith
 45 Donald M. Forchilli
 46 Christine L. Cossart

- 47 Mike Rea
 48 Leroy Holmes
 49 John Wyngaard
 50 William G. McMahon

Slate 3 (4 candidates)

- 51 Ed Donnelly
 52 Al Connors
 53 Barbara Bradley
 54 Willard Timmons

VOTE FOR NO MORE THAN 38 CANDIDATES

The sample ballot reproduced here was accurate in content as of noon, Thursday, March 25. It is however, subject to change and any such changes will be reflected in the actual ballot scheduled to be mailed to eligible members on April 1.



Efforts against Social Security continue, AFL-CIO warns

The Reagan administration is continuing its efforts to "gut" the Social Security system, placing the economic security of millions "in jeopardy," the AFL-CIO has warned.

"The inflammatory and demagogic way that some spokesmen for the administration, including the President, have painted Social Security as being faced with bankruptcy and collapse is wrong," AFL-CIO President Lane Kirkland told a press conference.

There is a short-term period of several years during which there will be a shortfall in funds, Kirkland said, but after that a surplus will begin to build up at a rapid rate.

Labor has proposed a general contribution to bridge the short-term gap and after that the long-range financing projections are excellent, Kirkland said.

The federation's Executive Council warned that "administration efforts to gut the program continue" despite public support of Social Security.

The council noted that the 15-member National Commission on Social Security Reform, which includes Kirkland, is weighted towards the administration viewpoint. Reagan named five members, and five each were named by the Republican and Democratic congressional leaders.

In addition, Social Security Commissioner John A Svahn announced the

administration would reject any general revenue financing even if the panel recommended it, the council said. Thus it would appear the administration will support only recommendations to cut benefits, the council concluded.

The administration already has achieved major cuts in Social Security through the budgetary process, the council observed. These included phasing out benefits for dependent children in school, eliminating minimum benefits for new recipients and burial benefits for some and taxing sick pay. The administration also wants to eliminate up to 20 percent of disability beneficiaries from the rolls, the council said.

In the Fiscal 1983 budget, Reagan recommended major cuts in Medicare, a basic part of Social Security, the AFL-CIO pointed out, despite his promise not to call for further cutbacks.

The AFL-CIO said it supports all efforts to deal with Social Security problems aimed at improving its financial stability and would oppose "unwarranted cuts disguised as a rescue operation based on exaggerated funding problems."

The AFL-CIO said it favors removing Social Security from the Unified Budget and for partial general revenue financing.

The Council said it would fight any further cuts in Medicare and oppose administration efforts to deny benefits to the disabled.

**IMPORTANT:
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Region V

Slate 1 (37 candidates)

"Unity Slate"

- 1 Jim Moore
- 2 Pat Crandall
- 3 Ralph Young
- 4 Dick Brown
- 5 George McCarthy
- 6 Bruce Nolan
- 7 Helen Hanlon
- 8 Mary E. Sullivan
- 9 Marjorie Coggeshall
- 10 Jack Gallagher
- 11 Tom Murphy
- 12 Addie Kelley
- 13 Dolores Herrig
- 14 Francis Mitchell
- 15 Arlene Evenden
- 16 Hugh McDonald
- 17 Carol Riggall
- 18 Ed Lavin
- 19 Carlo Guardi
- 20 Dale Dusharm
- 21 Mabel Wannamaker
- 22 John Giehl
- 23 Dale Mumbulo
- 24 Joan Brower
- 25 John Premo
- 26 Bob Allen
- 27 Dick Grieco
- 28 Mary Lauzon
- 29 Richard Reno
- 30 Chuck Whitney
- 31 Bill Krivyanik
- 32 Claire McGrath
- 33 Bob Vincent
- 34 Santo DeVito
- 35 Dorothy Penner
- 36 Chuck Eynon
- 37 Irene Carr

Slate 2 (4 candidates)

"4 O.C.D. Slate"

- 38 Joe Chiarello
- 39 Rosemary N. Baker
- 40 Bernice Nicotera
- 41 Karen Parkhurst

- 42 Ron Czepiel
- 43 Thomas J. Elhage
- 44 Jack Haggerty
- 45 Sharon T. Keesler
- 46 Roberta A. Bidwell
- 47 Bob Shaller
- 48 Doreen Reigles
- 49 Judy Naioti
- 50 Bud Mulchy
- 51 Barbara Reeves
- 52 Sandy Delia
- 53 Sue Bucrzinski
- 54 Jamie LaBoy

Slate 3 (8 candidates)

*"Binghamton City
Local 002 Slate"*

- 53 Eleanor Korchak
- 54 Carol Stiner
- 55 Robert Taylor
- 56 Sabina Lindsley
- 57 Ed Lewis
- 58 Peg Donovan
- 59 Annette Rezuca
- 60 Margaret Campoli

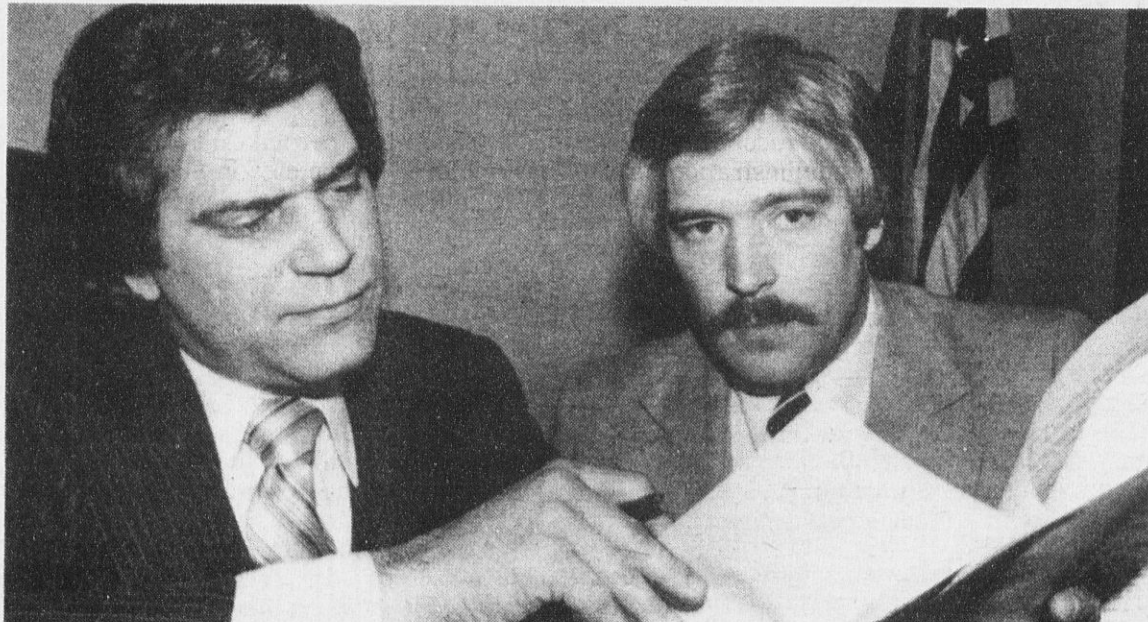
Slate 4 (2 candidates)

*"Hutchings Psychiatric
Center Slate"*

- 61 Sharon Connor
- 62 Linda Brooks

VOTE FOR NO MORE THAN 37 CANDIDATES

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HEMPSTEAD CONTRACT — Hempstead CSEA Unit President Gus Nielsen, left, and CSEA Field Representative Rigo Predonzan study new two-year contract recently ratified by union members. The contract provides raises of between 21 and 44 percent over the two-year period. Employees will receive raises of 9.5 percent the first year, 8.5 percent the second year plus a cost of living adjustment, and the increment plan was restored for employees hired after 1975. Other contract improvements include a new mileage allowance of 25 cents, and a \$300 uniform allowance provision. A new 10-year longevity step was also negotiated in what Nielsen described as "one of the best contracts ever negotiated in the Town of Hempstead."

**IMPORTANT:
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Region VI

Slate 1(35 candidates)

"Monroe County Slate"

- 1 James Bond
2 David Kundin

- 3 John Beaty
4 Gib Collins

Slate 2(36 candidates)

"Region VI Slate"

- 5 William L. McGowan
6 Robert L. Lattimer
7 Genevieve Clark
8 Robert C. Smith
9 Gerald M. Prince
10 Sheila A. Brogan
11 Barbara M. Fauser
12 Patricia A. Pflieger
13 John Wallenbeck
14 Sylvia L. Ebersold
15 Art Cousineau
16 James Jayes
17 Elaine Todd
18 Leroy Freeman
19 Doris Smith
20 William Daniel
21 Debbie Lee
22 Mary Cartwright
23 Doris W. Williams
24 Mary Ann Bentham
25 Leland A. Winchell
26 Robert Painter
27 James Kurtz
28 John P. Eiss
29 George Growney
30 Richard McIntyre
31 Skip Dunham
32 Marilyn Osswald
33 Jack Schlenker
34 Dominic Spacone, Jr.
35 James Lindsay
36 Salvatore A. Castro
37 Florence Tripi
38 June Ferner
39 Elaine Mootry
40 Sara Sievert

- 41 Frank Falejczyk
42 Patricia Chance
43 Mildred M. Lograsso

Slate 3 (6 candidates)

*"Local 3, Region VI,
DFY Slate"*

- 44 Gregory Brown
45 Patricia Carlisle
46 Sharon M. Galinsky
47 William A. Garey, Jr.
48 William Jordan
49 Judith Raybould

- 50 Jean Donegan

Slate 4 (3 candidates)

"Local 405 C.D.C. Slate"

- 51 Norman Smith
52 Kathleen A. Pontillo
53 Phil Nasca

- 54 Kathleen Gruber
55 Edith Jackson
56 Venora White
57 Lily Martin
58 Edith (Vivian) Richardson
59 Pauline M. Buczkowski
60 Pascal Bonavito

Slate 5 (3 candidates)

"Roswell Park Slate"

- 61 Elizabeth Watts
62 Barbara Reese
63 James H. Ewing

VOTE FOR NO MORE THAN 36 CANDIDATES



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Union fires up political action effort on budget

(Continued from Page 1)

would be the last day that thousands of state workers could be expected to show up at their jobs. "Our people don't make enough money to be generous to their employers," the union leader warned, "and if the pay stops so will the work."

The union leader suggested an alternative to the crisis, the passage of at least a portion of the "state purposes" section of the budget prior to April 1. The legislature could fight over the details later, but state workers would continue to receive their normal paychecks without interruption.

Meanwhile, legislative leaders and the governor were still fighting at Sector press time over a budget. The governor said the legislature's proposal would cause 4,500 layoffs of state workers. The reason, he said, isn't because there isn't enough money, but because some legislators want to spend money needed to fund state agencies on local government expenditures which are politically beneficial.

Legislators, on the other hand, were claiming the governor was purposefully underestimating revenues to hid money that could be used for local

government expenditures.

On March 26, President McGowan sent telegrams to hundreds of CSEA leaders representing state employees, urging them to join already active CSEA political action forces in contacting state legislators and urging restoration of funding to prevent the threatened layoffs.

Meanwhile, McGowan urged state employees not to react to rumors and to remain calm while the budget fight continues. "If state workers want to do something to help," he said, "the best way to do it is by picking up a telephone, calling your legislator and demanding that the budget protect state jobs."

BRIDGING THE GAP

The transition from institution to community

By Ron Wofford
CSEA Communications Associate

ROCHESTER — Helping mentally retarded persons bridge the gap from institution to community is a task that involves a great number of dedicated state employees.

A major component of that bridge is the community residence home concept, which calls for home-style satellites of the state developmental centers that provide services and care for retarded persons.

The community residence director (CRD) is an important cog in the machinery that delivers those services. At the Monroe Developmental Center, two CRDs also function in critical roles for their fellow CSEA local and regional members.

Mary Cartwright, based at the Telephone Road Community residence home, is president of Local 439, and Ruby Everett of the Hatch Road residence is co-chairperson of the Region VI Women's Committee.

Both bring a wealth of experience and dedication to their jobs and have been cited as "excellent examples" by the state's director.

The community residence director is aided by an in-house staff that includes two assistant directors and seven community residence aides divided between two daytime shifts, with one aide on duty overnight.

Resource support from the main developmental center includes physicians, community health nurses, psychologists, social workers, dieticians and recreational therapists who meet regularly with the residence director to assess clients goals and progress.

"It's a lot like raising a large family," said Ms. Cartwright as she looked over a long list of "things to do" for her workday.

Her list included items like "plan shopping



RUBY EVERETT chats with a resident of the community home she directs.

schedules, set up doctor's appointment, prepare for neighborhood advisory committee meeting, post cooking plan, do timesheets," and so on.

"Planning and scheduling are important, if you're to stay on top of things," said Ms. Cartwright, whose home houses about 12 senior citizens, many of whom have jobs in community programs where they work three to six hours, five days a week.

The role of community residence director, besides the obvious job qualifications, requires "a lot of understanding, communications abilities, flexibility, a clear idea of the center's goals and objectives and lots and lots of patience," according to Ruby Everett.

"And good relations with the surrounding community is extremely important," Ms. Everett continued. "Usually when a home goes

up in a neighborhood, the surrounding neighbors are curious about the bustle of activity that goes with setting up a community residence.

"Secondly, there are many misguided apprehensions about retarded persons, and that's why we develop a neighborhood liaison committee, that seeks to answer questions and reassure everyone that there's no need for alarm because of our presence.

"We meet monthly with our committee to update them about progress, and also enlist their input about some of our needs, such as churches and libraries as well as other community resources," said Ms. Everett.

Mary Cartwright places her job as a CRD on par with her role as Local 439 president, calling the two "equally important. The many details I have to cover as a CRD help me in paying attention to the details required of a local president." said the twenty-year state employee, who has also served as a local vice president, treasurer and steward.

"We have more than 700 members here and my experience in the various jobs I've had, along with the strong backing of CSEA is a prime resource for the resolving of any problems," said Ms. Cartwright.

Women's issues that concern committee chairperson Everett include career ladders. "They need improvement. So many women here have remained grade 3's for 16 to 18 years," she says.

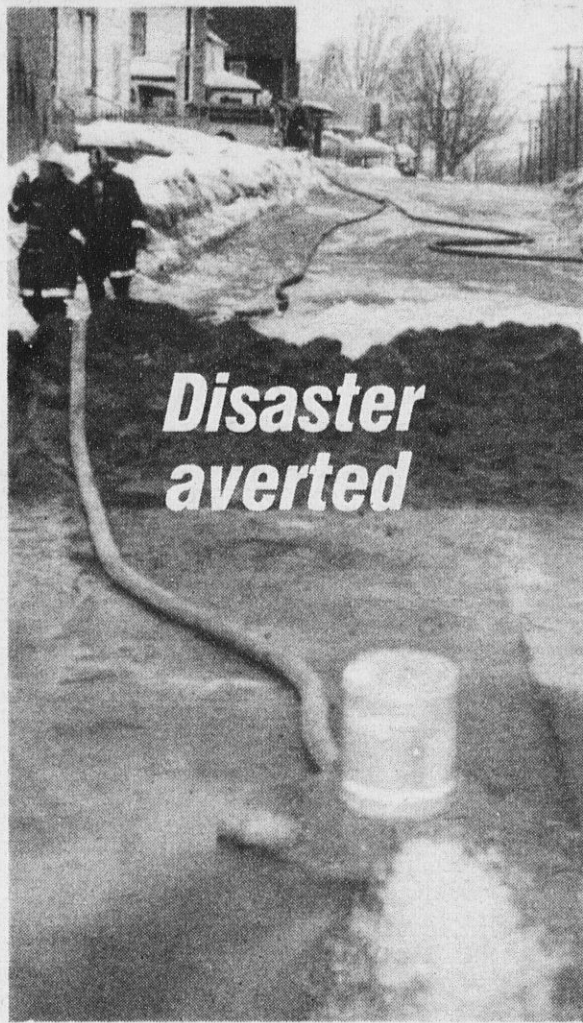
"We need more motivational sessions to encourage them to try for some of the promotional civil service exams, even prep courses to prepare them. And the \$5 exam fee should be dropped."

"Education about dealing with sexual harassment is a continuing need," Ms. Everett said. "And something should be one about helping employees deal with job stress, which isn't spoken about very often."

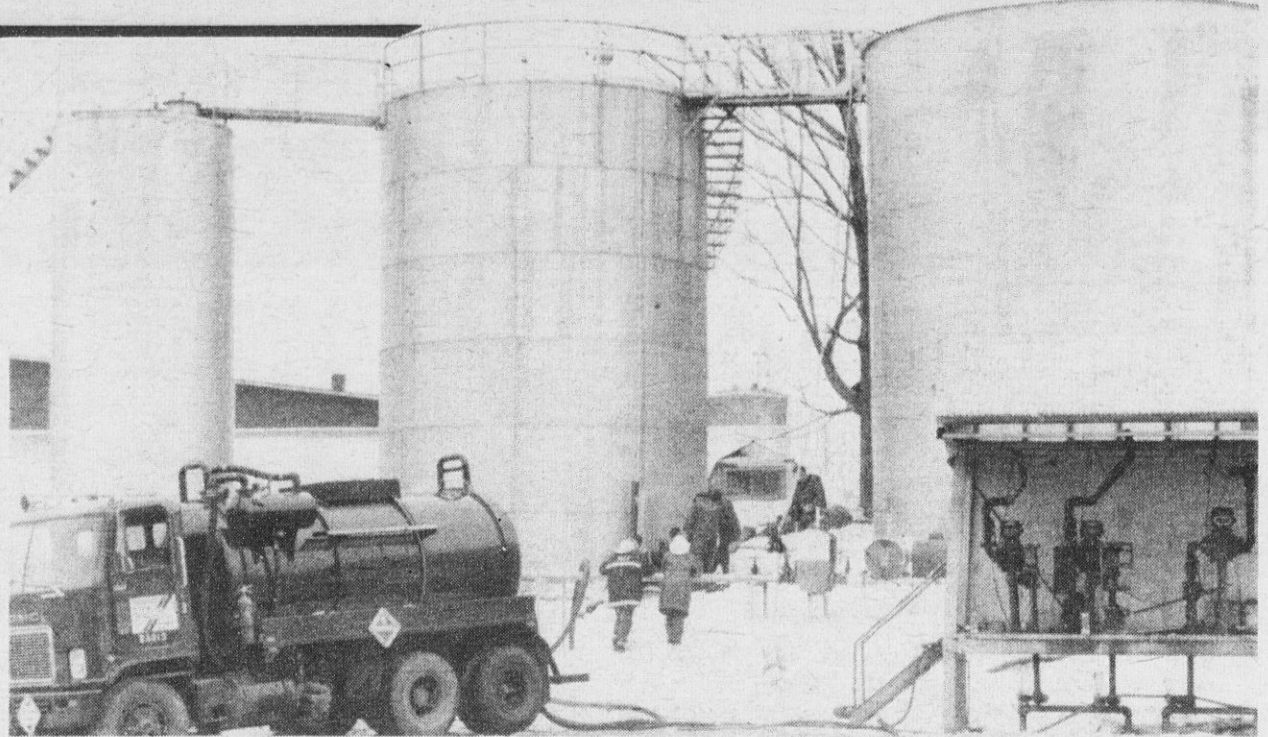
"The day-care issue looks close to being resolved," observed the ten-year state employee, noting one of nine day-care centers for state workers across the state is scheduled to open soon at the Monroe Developmental Center. "It's long overdue," she said.



LOCAL 439 Executive Board members meet to discuss issues important to the membership. Standing from left are Local 439 President Mary Cartwright, First Vice President Creaola Shelton and Second Vice President Charles Banks. Seated from left are Secretary Loleta Hollister, Third Vice President Ruby Everett, and Treasurer Bette Lawrenz.



Disaster averted



WELL-COORDINATED EMERGENCY OPERATION — Firemen, left, wash fuel after gas spill in Malone is contained by sand dikes constructed by Department of Public Works

employees. Above, damaged fuel tank is examined. About 75,000 gallons of fuel could have been ignited if a fire had broken out during the emergency.

CSEA units play key role in Malone gas spill cleanup

A potential disaster in the North Country Village of Malone was averted last month when volunteers and employees of more than a dozen village, county and state agencies contained and cleaned up a large fuel spill. A large-scale evacuation of residents was conducted as a preventative measure. Among scores of people

who faced high risk to contain the spill were CSEA members employed by the Village police and public works departments, and the Franklin County Sheriff's Department. The following article was written by Marc Pepin of the Malone Evening Telegram-Post Standard.

MALONE — The small Franklin County Village of Malone drew national media attention in mid-February when roughly 1,000 gallons of volatile fuel seeped from a storage tank into streets and storm sewers.

The publicity that Purdy Coal and Oil's major gas spill on Railroad Street sparked on Feb. 15-16, might have been 10 times greater if not for the coordinated effort experts and volunteers mounted to avert the highly-explosive situation.

Success of the massive evacuation, which affected 200 homes and 500 residents in a 10-block section, is best described by the fact no injuries or thefts stemmed from the 18 hours of bedlam. Considering nearly 74,000 gallons of fuel could have ignited on the Purdy property, the record speaks for itself.

County Fire Coordinator Elton Cappiello and Malone Callfireman Chief Malcolm Jones analyzed the situation to be extreme and the order was given to evacuate. A dozen or more agencies and departments rolled immediately in team-like fashion.

Among them were the Village Department of Public Works, Sheriff's Department and Village Police, all CSEA units. Each played an integral part in the overall picture.

DPW Street Maintenance Foreman Ralph Jessmer had just started dispatching the night crew when word of the 10:50 p.m. spill was received. He quickly re-routed heavy equipment and had four dump truck loads of dirt delivered within the hour. Some of the 15 men he represents as CSEA local president built sand dikes to direct the gas flow.

Large pools collected in neighboring fields and were later mopped up by the Fourth Coast Pollution Company of Waddington. That work was made easier in part because of the channelling and chemical foam firemen spread to seal in vapors.

Ray Sancomb Jr., meanwhile, hustled to the village treatment plant along the Salmon River half a mile from the spill. Vice president of the DPW union, Sancomb carefully monitored the system through the night for fear gas might trickle in. Eventually it did, forcing an immediate shutdown.

Between the methane gas by-product and incoming fuel, a single spark could have "blown up the whole plant," Jessmer said. All furnaces and burners in the huge building were stopped until the danger passed.

Deputy sheriffs responded to the crisis in force. Twenty-two of the 25 manned road blocks while others conducted a door-to-door canvas to alert residents. Frightened and confused, some were reluctant to leave, making the task that much harder. Officers also faced extinguishing wood stoves and removing stragglers.

"Once we got them out," Shop Steward Jerry Noreault said, "we established security in the hazard zone" to prevent looting. With so many deserted streets and homes, the threat of vandalism and break-ins was great. "It was a long night for everybody," Noreault added, noting some deputies worked around the clock.

Until the order was given to return shortly before 5 p.m., Village Police and Sheriff patrols worked the area to discourage any such acts.

Police Sgt. Jim Phillips said he was impressed

with the overall emergency plan. "It's good to know if we ever do have a crisis, there are plans set up so that something like this can be carried out smoothly," he said.

As president of the police union unit, Phillips looked at the spill as "a good practice, but it wasn't really," referring to danger passing without incident. "We never had one complaint," he said, which he feels is a credit to everyone involved.

Since the mammoth above-ground tank sprung a leak and was pumped dry, operator Frank Purdy has taken steps to remedy the situation. A fiberglass layer will be installed inside each of the company's storage drums by an out-of-state firm later this month.

A one-inch thick wall will protect the tanks initially, Purdy said, with a similar coating added within the next five years to double the strength.

Purdy said he hopes these measures prevent spills from ever happening again as rust and other elements which affect steel will not harm fiberglass.



RESIDENTS SAFE — 500 people were evacuated from a 10-block area under the directions of deputy sheriffs and village police of-

ficers. Here, many of the residents wait out the situation at an Army reserve center facility.