

Contract signing ends protracted Wayne County dispute

LYONS — A negotiated contract was achieved for the more than 450 members of CSEA Wayne County Local 859 with the recent signing of a collective bargaining agreement by the Local leadership and the County.

The signing averted an imposed settlement after negotiations, dating back to September of 1980, had reached the impasse and legislative hearing stages.

The CSEA county employees had been working without a contract since December 31.

The newly signed two-year agreement calls for wage increases of nine per cent in the first year, retroactive to January 1, and eight per cent in the second year. Employees will also receive their normal increments.

Employees will continue to receive the same hospital coverage, a major bone of contention during the protracted bargaining. Additionally all employees will now receive a ten per cent shift differential bonus for working second and third shift.

Local President Searle "Red" Mead, "happy that negotiations are over," thanked Region Director Lee Frank and Region President Robert Lattimer, "as well as the other CSEA staff who helped see us through."

Local 859's negotiating committee included President Mead, Tom Crowley, Alice Renckert, Dorothy Comella, Jim Bryant, Barb Shipley, Ken Wilson, Mary Paliotti and Wilma Salerno.

Public SECTOR

There will be no issue of The Public Sector next week due to the Fourth of July holiday. The next issue will be dated July 15, 1981.

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Donohue says promises of transfers "not to be trusted"

Central Islip labeled biggest land grab since Long Island was taken from Indians

CENTRAL ISLIP — "It's the biggest land grab since the English and the Dutch stole Long Island from the Indians," Danny Donohue, CSEA Region One President told an audience of 400 Central Islip Psychiatric Center employees gathered last week to protest the proposed takeover of the facility by the Town of Islip and a private college.

Speaking in the chapel of the sprawling center, Mr. Donohue assailed the proposal by Islip Town and the New York Institute of Technology to acquire from the State the property and buildings of the 851-acre center for \$7,000 an acre for a total of \$6 million.

"The real reason behind the Town of Islip and New York Institute of Technology's attempt to take over Central Islip is the prime, centrally-located Long Island acreage that the real estate powers in Islip covet," Mr. Donohue said. "The land is worth at least three times what is being offered for it and when the buildings — including a fully-equipped surgical

hospital — are considered, Central Islip is worth more than \$200 million," he said.

Town and school officials also want to turn part of the property into a high technology park for commercial and industrial development.

"The Town could then rezone the land and the real estate operators could develop it and reap enormous profits," Mr. Donohue said. Mr. Donohue pledged that he and President William McGowan would "do everything in our power to keep Central Islip open." He said that the State's assurances that if Central Islip were sold all 2,600 employees and 1,900 patients would be transferred to other Long Island facilities — Pilgrim and Kings Park — were, "doubtful at best and not to be trusted. We've seen what comes of promises by the State Department of Mental Hygiene in the past."

"We believe that the takeover of Central Islip is just the first step in the plans of Long Island businessmen and their political front men on Long

Island and in the State. First they would steal Central Islip, then Pilgrim, and finally Kings Park, with its highly-prized waterfront property, from the State and the people of Long Island."

The proposed takeover plan must be approved by the State Legislature and Mr. Donohue said the CSEA would bring pressure in Albany and on Long Island Legislators to block the sale.

"We don't think that mental patients and employees should be thrown on the scrap heap just because some money-hungry real estate operators think they can pull a fast one. We are asking everyone here to help us fight back. They may have the money and the connections but we have the votes. Tell your assemblymen and legislators that if you lose your jobs, they will lose theirs," Mr. Donohue said.

Also at the rally were the Central Islip Board of Visitors, Council 82 AFSCME, PEF, as well as guests from the community and from other psychiatric centers on Long Island.

Holiday pay held hostage

PLATTSBURGH — An arbitrator has ruled that Clinton County denied a legal holiday to the 500 members of the Clinton County CSEA Local, agreeing with the union that the employees were due holiday pay for January 29, 1981. That date was designated by President Reagan as a national day of thanksgiving in celebration of the return of hostages held in Iran.

But now the county is refusing to accept the controversial ruling in effect holding hostage nearly \$60,000 worth of holiday pay and benefits from the employees.

CSEA says it is prepared to take the matter to court for adjudication of the arbitration award. CSEA was represented in the proceedings by Atty. John L. Bell.

Newspaper series reveals UCP problems

NEW YORK CITY — The poor performance and questionable financial management of the United Cerebral Palsy Association (UCP) has been chronicled in a six-part series in the "Staten Island Advance."

UCP is the second largest private agency in New York State providing care for the mentally retarded. It is one of approximately 270 organizations under contract with the state to serve the mentally retarded in residential facilities.

"Advance" reporter Anemona Hartocollis' two-month investigation of UCP uncovered the agency's disregard for the rights of the mentally retarded, questionable and possibly illegal use of public funds, a virulent anti-union campaign, and a lack of accountability by UCP to any responsibility authority.

The series revealed:

— The death of a mentally retarded UCP facility resident while she was undergoing medical treatment. Proper consent for the resident's treatment was never obtained and UCP apparently attempted to cover-up the incident failing to file the appropriate reports required by New York State regulations.

— A conflict of interest involving the agency's vice president for finance who owns the company which provides security for UCP's facilities. The contract is paid for with public Medicaid funds.

— The use of mentally retarded residents' funds to purchase goods from the UCP clothing store at prices 25 to 74 percent above retail prices. UCP realized a profit of nearly \$54,000 last year from the store.

— To keep UCP facilities union-free, a vigilante, possibly illegal campaign including the confiscation of personal mail addressed to employees, firing a pro-union employee on the unproven charge of hiding explosives under his bed in a UCP facility, and allegedly using Medicaid funds, in violation of federal regulations, to finance the UCP anti-union campaign.

The series also charged the state with failure to monitor UCP's activities . . . 98 percent of UCP's funding comes from public Medicaid funds. The "Advance" pointed out that the state Office of Mental Retardation and Developmental Disabilities has conducted only one audit of UCP since 1977 when UCP first received mentally retarded residents from state facilities. That audit forced UCP to return nearly \$7 million in Medicaid funds to the state and federal governments.

Activist oversees next generation

By Tina Lincer First

Communications Associate

SCHENECTADY — These days she is quietly active, a behind-the-scenes consultant to her younger colleagues.

"I'm not out there in the front row anymore let the younger girls take over," says Eugenie Dwyer, a grass roots organizer who, in the late 1960s and early 1970s, helped the Schenectady City School District's Educational Secretaries Association make the transition from social group to CSEA Unit.

"She's the mother of the Secretarial Unit," says Connie Colangelo, Unit President.

"She gives us advice. When I have a problem and need to talk to someone, Genie and I go to lunch and talk it over," says Mrs. Colangelo. "Sometimes I have a tendency to be hotheaded and act impulsively, but she calms me right down and tells me how to handle a situation. She tells me things like, 'Check your facts,' and 'I want you to look at it from both sides.'"

Eugenie Dwyer recently was honored for her many years of leadership and guidance by being voted Secretarial Unit Secretary of the Year. (The Unit represents both clerical and registered nurse employees; Marilyn Conti was voted Nurse of the Year.)

Born in Schenectady in 1919, Mrs. Dwyer is a graduate of Mildred Elley Business School. She married a New York City policeman and moved to New York in 1946. In 1959 her husband died, and with three young girls, aged 11, eight and three, in tow, she moved back to Schenectady.

In 1963 she joined the school district as a full-

time stenographer and, four years later, took over as President of the Secretaries Association, a post she held for two-and-a-half terms.

"That was a time when all of the groups were organizing, like the firemen and the oilers, and we felt we had to, too," she recalled. "Whenever it came to negotiations for secretaries, it seemed they divided whatever was left over among us."

Mrs. Dwyer, who also served on many key committees, was instrumental in hiring an attorney who negotiated for the secretaries' group for several years before it officially became the Secretarial Unit of Schenectady County CSEA Local 847 in 1975. She helped refine salary scales and push through a 25-year retirement system.

"We worked hard for what we got," she said. "It was very important to me personally because it was my livelihood, and because we never got any credit for our work. At least when we organized we got some recognition. The union gave us a little bit of leverage, some backing. Then they had to listen to you when you negotiated."

Mrs. Dwyer is currently stenographer/secretary for the Superintendent for Personnel and Computer Services, a job she has held for nine years.

Looking back now on some 20 years of secretarial work with the school system, she says she sees changes in attitudes among some of today's younger workers.

"It seems many of the kids who come in are not as willing to work as hard as we did," she says. "There's also a great shortage of

secretaries with good skills today. They can't spell. They can't think logically. Shorthand is practically nil."

But Mrs. Dwyer says she'd like to see some changes made with respect to the great number of skilled and dedicated secretaries. She says she'd like to see them consulted more when management is making changes.

'Check your facts . . . I want you to look at it from both sides'



Eugenie Dwyer

"Certainly the administrators make the rules and policies, but they have to be executed," she points out. "And that's a big part of a secretary's job — making everything run smoothly. I truly think the input a secretary could give would be valid and helpful."

Federal budget cuts predicted to cause heavier court load

CARMEL — Region III Judiciary Local 332 President Patricia Nealon warned members of the local who work in Putnam County to expect increasing court loads due to proposed Federal Budget cuts.

"In six to 12 months, we will feel it. When people are not able to cope with what is going on, the court loads will increase," Ms. Nealon said.

Ms. Nealon and Local 332 First Vice President Frank Den Danto also told the members at the Putnam meeting to learn their contract.

Den Danto said: "Know what is in your contract. Know what rights you have. Know where to go if there is a problem."

Also at the meeting a number of issues were discussed, including the Court Reporters bill, court reporter work rules and OCA and Ninth Judicial District personnel policies.



REGION III JUDICIARY Local 332 Second Vice President Bernard Cohen joins, from left, Evelyn Lemcke and Carola Genovese at a meeting of the local in Putnam County.



LEADING A MEETING in Putnam County Region III Judiciary Local 332 are First Vice President Frank Den Danto and President Patricia Nealon.



NEW YORK CITY — Employees of South Beach Psychiatric Center (SBPC) will now have the benefit of an Employee Assistance Program (EAP). At the signing of the EAP agreement are from left, EAP committee chairman Tom Bucaro, SBPC director Dr. Manuel Trujillo, EAP coordinator Laurie Phillips, and SBPC Local 446 president George Boncaraglio.

Pay for personal leave granted

NORWICH — A bench decision handed down by James Sharpe, Arbitrator for the Public Employment Relations Board (PERB) has resulted in two days' pay being awarded to Edward Greene, a Chenango County Highway Department employee and a member of CSEA Local 809 Chenango County.

The unusual bench decision came about after the arbitrator had carefully reviewed details of an incident involving personal leave requested by Mr. Greene December 26, 1980.

According to Peg Mainusch, President of the Chenango County Unit which represents Greene, an emergency at the Greene home required an immediate need for personal leave. Green followed the designated procedures for obtaining the leave,

but later learned that his time card was marked "did not come in". When he questioned his supervisor, Greene was told he would not be paid for December 26, 1980, nor would he receive his extra holiday pay for the time worked Christmas Day. A representative for the County argued that Mr. Greene's written request for personal leave was not valid because he had not waited until 7 AM for approval by a Deputy Highway Superintendent.

When Greene explained that his emergency request was caused by a faulty furnace and his home and family were without heat, and he had returned home after completing the necessary written request, Arbitrator Sharpe issued his favorable decision.

"Ed Greene did the same thing anyone would do in a situation affecting the health of his family. He reported for work shortly after 6 AM, completed the request for personal leave paperwork required, then returned home to handle the problem," Mainusch said.

"The award of two days' pay is an important victory for Ed Greene and CSEA. It not only awarded Greene the money he had rightfully earned — wages for working Christmas Day away from his family — the decision corrected an unjust penalty after an employee had completed a written request for emergency personal time off. Unfortunately, it took more than six months to right the wrong. But, we won, and that is important," Mainusch said.



AT WORKERS COMPENSATION BUILDING DEDICATION — CSEA Workers Compensation Local President Brian Ruff, left and CSEA Capital Region President Joseph E. McDermott, center, exchange a few remarks with Village of Menands Mayor Thomas Gibbs, right, at the dedication ceremony for the new Workers Compensation Office Building in Menands.

Smithtown pact

SMITHTOWN — CSEA employees in the Town of Smithtown ratified a two-year contract last week that calls for 12.5 percent wage increase in the first year, 12 percent increase in the second year, as well as another 5.5 percent reallocation raises for approximately one third of the 450-member bargaining unit of Suffolk local 852.

It is the second time that the CSEA has approved the agreement. The union first ratified the agreement in November but the Town Board refused to approve it because of difficulties they encountered in trying to find a substitute health insurance carrier. Smithtown has withdrawn from the State health insurance system and is taking bids from private insurance companies to provide employee coverage.

Under the contract, because entry-level employees will receive a one-grade upgrading in addition to the salary increases, some employees will receive salary increases totaling 18.5 percent in the first year alone. In some cases the settlement could reach as high as 33 percent over two years, according to John Cunce, field representative.

Heart victim wins worker's comp. case

NEW YORK CITY — A former member of Manhattan Children's Center Local 433 has been awarded nearly \$17,000 by the Workers' Compensation Board, and, pending another hearing before the Board to determine if she is permanently disabled, Lutitia Pack may receive life-long workers' compensation benefits.

Ms. Pack's fight to win workers' compensation payments lasted more than three years. Until she sought the assistance of an attorney through the CSEA Metropolitan Region II office, her struggle seemed helpless because Ms. Pack's injury is not the kind usually recognized as an occupational injury. On March 11, 1978, while working at Manhattan Children's Center, Ms. Pack suffered a heart attack.

"Insurance companies generally take the position that pre-existing, medical problems cause heart attacks," Ms. Pack's attorney, Elliott Olin, said. "The fact that a heart attack occurs at work does not in and of itself make the heart attack an occupational injury. However, in Ms. Pack's case, we established that her heart attack was caused by a specific, work-related incident."

The Workers' Compensation Board ruled that the stress Ms. Pack experienced in dealing with a violent client on March 11, 1978, caused her heart attack. On that date, a client at Manhattan Children's Center attempted to take a broom away from Ms. Pack. While struggling with the client, Ms. Pack says that she felt a sharp pain in her chest and dizziness.

Co-workers came to her assistance and called the physician on duty in the facility. Ms. Pack was taken to Metropolitan Hospital where she was diagnosed as having had a myocardial infarction, a heart attack.

Shortly after suffering the heart attack, Ms. Pack filed a claim for workers' compensation benefits. The State Insurance Fund, carrier of New York State's workers' compensation insurance, argued before the Workers' Compensation Board that Ms. Pack "did not have a heart attack arising out of and in the course of her

employment . . . it (the heart attack) was not caused by a work incident."

Without an attorney to represent her, Ms. Pack pursued her claim through several hearings before the Board. In July, 1978, her case was closed with no findings in her favor.

Ms. Pack then came to CSEA for help.

"After talking with Ms. Pack, I saw that without benefit of legal counsel, she was in no position to convince the Workers' Compensation Board that her heart attack was work-related," field representative Al Sundmark

said. "I referred her to Elliot Olin who specializes in workers' compensation cases."

Olin immediately requested that the Workers' Compensation Board reopen Ms. Pack's case.

According to Olin, a workers' compensation case may be re-opened within 18 years of the date of the injury.

Olin also referred Ms. Pack to a cardiologist (heart specialist) for a thorough examination and evaluation of the extent and causes of her heart attack.

The cardiologist's report formed the basis for the Workers' Compensation Board's determination that Ms. Pack's heart attack was caused by her work activities of March 11, 1978, and that she is entitled to workers' compensation payments.

The State Insurance Fund has appealed the Board's decision, but Olin is confident that Ms. Pack will receive her payments.

"In any heart attack case before the Workers' Compensation Board an appeal is to be expected," he said. "But I expect that the Board's decision will be upheld."

After the appeal is resolved, the Board will hold a hearing to determine if Ms. Pack's disability as a result of her heart attack is life-long.

Ms. Pack no longer works for the State of New York, but CSEA is taking action to make sure that the State provides her with all benefits to which she is entitled under the collective bargaining agreement with the State.

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Separate bargaining unit for corrections officers

WHITE PLAINS — The executive committee of Westchester County CSEA Local 860 recently established a separate bargaining unit for corrections officers so that they can, in the words of Local President Pat Mascioli, "guide their own destinies, elect their own officers, negotiate their own contract, and process their own grievances."

The new unit will be known as the: Westchester County Corrections Officers Unit, Local 860, the Civil Service Employees Assoc., Inc., Local 1000, CSEA/AFSCME, AFL-CIO.



TALKING OVER THE BENEFITS of CSEA were, from left, Mascioli, "CO" Dorothy Rutherford and Irene Amaral of the local's political action committee.



ATTENDING THE INAUGURAL meeting of the new unit on June 16 were, from left, CSEA Organizer Larry Natoli, Corrections Officer Peter Convery and Local 860 President Pat Mascioli.



"CO" CATHY HOWARD, left, discusses with Local 2nd Vice President Janice Schaff exactly what the independent unit means for the county's 300 corrections officers.

ERS overtime pay granted

NEW ROCHELLE — Two CSEA Emergency Switchboard (ERS) Operators will receive the overtime pay they lost last year, according to a settlement reached during a recent arbitration hearing.

Arthur H. Grae, CSEA's Regional Attorney for Westchester County, obtained an agreement with the City of New Rochelle which granted part-time ERS Operators Janice Jones and Peggy Caughey of the New Rochelle Police Department the right to receive the pay, at an overtime rate, which they lost July 4, 1980.

The City had ordered them not to work that day, their regularly scheduled work day.

In addition, the City agreed to pay all part-time ERS employees overtime at the rate of time-and-a-half for all days worked in excess of 145 days, retroactive to Jan. 1, 1980.

CSEA agreed that the City would have the right to assign employees to work subject to the requirement that employees be guaranteed a minimum of 145 days of work per year (as opposed to the previous minimum of 130 days per year), provided that such assignments were not discriminatory and were subject to provisions of the contract between the union and the City.

Calendar of EVENTS

July

- 8—Orange-Sullivan-Ulster Retirees Local 917 meeting, 2 p.m., Wallkill Town Hall, Route 211, Wallkill.
- 10—Syracuse City Local 013 Annual Clambake, 5-10 p.m., Hinerwadel's Grove, Fay Road, North Syracuse.
- 11—Local 845, St. Lawrence County, Annual Summer Picnic and Steer Roast, 8 a.m., Waddington Beach, Waddington.
- 11—Treasurer Training program, Metropolitan Region, New York Sheraton, Seventh Avenue, registration 9-10 a.m., class 10 a.m.
- 17—Local 505, NYSDOT, Annual Clambake, 1 p.m., Roselawn, Main Street, New York Mills.
- 25—Treasurer Training program, Long Island Region, Holiday Inn, Hauppauge, registration 9-10 a.m., class 10 a.m.

Innocent victim of 'state witch hunt' cleared of charges at Buffalo College

By Ron Wofford

BUFFALO — The withdrawal of the State from an arbitration case in which a nine-year employee was wrongfully charged in connection with materials stolen from Buffalo State College "proves the State made a massive blunder," according to CSEA Field Rep Vince Sicari.

"The administration has been on a 'witch hunt' and wrongfully harassing our members," Sicari continued. "Apparently some expensive college equipment, such as sewer machines, two-way radios and other items were missing, and the security department decided to conduct a 'CIA'-style investigation.

They really got over-zealous in their tactics, which included surveillance of certain employees with videotape cameras and other nuisance methods," said Sicari. "We can understand their concern over missing materials, but when CSEA Region President Bob Lattimer tried to intervene and show the administration the ill effects on the many innocent employees being accused, their attitude was, file a grievance."

One employee who was finally vindicated after weathering a storm of "persecution" is Bob Breen, a carpenter for the college who builds and repairs furniture such as desks, shelving, partitions etc.

"To fully understand the situation, one must be aware that before this problem came about our carpentry shop was open to anyone from the campus community," said Breen. "Students, faculty or staff could come in and work on their own personal projects.

"In the case in which I was accused, a campus security guard asked me to cut some plastic sheets to size for him. He later returned in his civilian clothes to pick up the materials and was arrested as he put the materials in his car," Breen continued.

"They charged me with conspiracy and petty larceny, even though I had



CSEA FIELD REPRESENTATIVE Vince Sicari, left, discusses what has been termed a "climate of harassment and persecution" at Buffalo State College with carpenter Bob Breen.

no knowledge of any criminal intent on the part of the guard. It was really a crow in my throat that they would pursue such an attitude towards myself and several other long-time employees who were also unjustly accused," said Breen.

"But once again CSEA proved itself. I got every bit of backing from our union one could expect in combating this case, and I know I can count on CSEA and our expert, Ron Jaros, in seeing that all these false accusations and charges are cleared from my record," Bob Breen concluded.

Two job actions = two years of negotiations = 100 rules changes = better work conditions

MERRICK — It took some two years of negotiations prompted by a pair of 1979 employee job actions over vehicle and road conditions affecting safety, but the 400 employees of the Town of Hempstead Sanitation Department are now working under "precedent setting" work rules incorporating about 100 changes and additions from the old work rules which led to the 1979 job actions.

CSEA Field Representative Rigo Predonzan said the new work rules "set boundaries for public sector sanitation employees, who in the past had been without such protection." Town of Hempstead CSEA Unit President Gus Nielsen said the precedent setting new work rules replaced standards which

were "inadequate and antiquated." He noted that negotiations to achieve the newly standards began in the spring of 1979 following a pair of job actions provoked by safety problems.

Representing CSEA in the negotiations were Neilsen, Predonzan and approximately 10 sanitation department employees, including Shop Stewards John Cozelino and Ronald Thompson. Town Commissioner of Sanitation William J. Landman led management.

Predonzan and Neilsen described some of the new work rules as follows:

- The driver of the truck is the crew chief, and the crew chief determines when dangerous conditions make garbage pickup at a site unsafe. Crew chiefs involved in an accident with a truck no longer will receive a reduction in pay pending settlement of the matter.
- The amount and condition of garbage and containers is specified.
- In bad weather conditions, if the trucks cannot go out by 9:30, truck crews receive the day off with pay.
- The next time that route is picked up it is paid at time-and-one-half. The trucks do not go out when the temperature is below five degrees.
- Shifts start 30 minutes early (6 a.m.) in hot weather situations.
- Sanitationmen who phone in late are given 30 minutes grace and are docked one hour if 31 to 60 minutes late. Under the old rules, they would be sent home if late.
- Additional pay for standby past 7:30 a.m. before going out and for down time greater than one hour.
- Minimum crew size of three men for regular pickup and two men on leaf, special and front end pickups.
- Guarantee of 59 regular pickup routes Monday through Friday and 43 routes Saturday. Guarantee of seven special and/or metal collection routes.
- Reduction of maximum pickups on special collection routes from 60 to 48.
- Improvements for mechanics include:
 - Thirty minutes paid, meal time for each four consecutive hours of overtime.
 - Reassignment or standby if shop temperature drops below 50 degrees. After two hours of below 50 temperatures in the shop, the mechanics receive the day off with pay.
 - Masks to be provided where needed in the garage area.
 - Vehicles to be cleaned when possible before being repaired.
 - Minimum staffing requirements set for Merrick Incinerator Plant. Also 30 minutes shower and cleanup time for basement and conveyor operation employees when on the line. Protective masks to be provided.
 - Newly engineered catwalks in the incinerator plant to be regularly inspected and maintained.



TOWN OF HEMPSTEAD Sanitation Department Crew Chief Ralph Rose, in truck, discusses new work rules with, from left, CSEA Field Representative Rigo Predonzan and Town of Hempstead Unit President Gus Neilson.

'These are truly special people'

By Tina Lincer First
Communications Associate

ELMIRA — Sixteen-year-old Tina Gushlaw smiled shyly as she accepted a first place medal for the Frisbee Throw Competition.

The skinny, fair-haired, blonde youngster, who has cerebral palsy, nimbly tossed six out of 12 of the colorful flying platters over a rope a short distance away.

Behind her, CSEA member Mary Brusso beamed, obviously proud of the Special Olympian who was her companion for a day.

"It's so neat," said Mary, a warm, outgoing and energetic Elmiran who works as an account clerk at the Elmira Correctional Facility, CSEA Local 156. "You can't help but get as excited as the kids."

Mary Brusso is one of the many CSEA members who gave their time, their encouragement and their hearts to help make this year's New York Special Olympics, held in Elmira the weekend of June 12-14, especially successful.

More than 1,000 very special athletes gathered to participate in the annual state summer games, part of an international program of sports and athletic competition for mentally retarded children and adults aged 10 and older.

For the past several years, CSEA members from around the state have pitched in at the games, serving as volunteers and as sponsors of athletes.

Eighteen-year-old Kenneth Wright of Port Washington was one athlete who was sponsored through CSEA.

"Oh, I love it much. You got nice people over here," said Ken, a lightly-freckled redhead with an infectious grin. As he waited to participate in the 50-meter dash, he talked eagerly about the games, frolicked on the field with his co-runners, smiled for pictures and joked with some of the clowns who strutted around the field throughout the day, adding to the festive atmosphere.

"I'm the fastest runner," proclaimed Ken. "I don't care if I win or lose. I just love it."

Patricia Carr, a tall, lithe woman with glasses, sponsored by William McGuire of Westchester County Local 860, was in the 50-meter dash. Chaperoning her was CSEA's Carolyn English, another Elmira Correctional Facility employee. After the race, in which Pat finished last, Carolyn gently calmed down the disappointed athlete,

patiently explaining why she didn't receive a medal and how she would receive a special ribbon later in the day.

The Correctional Facility's Joan Delaney spent part of the day in a school parking lot helping her athlete prepare for a different kind of race — the lively Corvette Obstacle Race.

Athlete Ricky Hunt, 24, of Pleasantville, was guided around the obstacle course in a snappy blue Corvette driven by an Olympics volunteer. At the appropriate stations, he charged out of the car to perform such feats as sitting on a balloon, honking a horn, riding a tricycle and tossing a balloon in a basket.

Joan patted Rick on the back proudly as he emerged with the fastest record of the day yet — two minutes and 20 seconds.

At noontime, many members of the Elmira Psychiatric Center, CSEA Local 437 — some 50 of them participated — could be seen leisurely lunching with the athletes they chaperoned.

Local President Addie Kelley was drinking Gator Ade with a group of boys, while Local Secretary Jan DeWitt sat on a lawn eating hot dogs with her athlete, and Patricia Kelly rested on the bleachers, sharing potato chips with two girls.

The Local 437 Special Olympics Committee was chaired by Lucille Smith. Also participating in the games were members from the Chemung County CSEA Local 808, whose Special Olympics Committee Chairman was Jim Menechella.

The Correctional Facility members were led by Olympics Committee Chairwoman Gloria Hultz. In addition to serving as chaperones, Corrections workers were assistant coaches, parade marshals and "huggers."

"You literally hug the athletes," explained Gloria. "You tell them how great they are and encourage them. When they finish an activity, you just grab 'em and kiss 'em."

On Friday night, during the games' opening ceremonies, Gloria was a very exuberant parade marshal, leading the athletes from Nassau County down Fifth Street toward Elmira College.

"The games are very rewarding and very emotional for everybody," said Gloria. "You just get on a high from the whole thing."

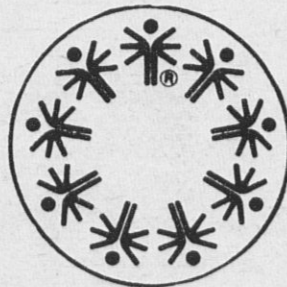
"These are truly special people. They're amazing, they're gorgeous. That's all you can say."



CHEERS — Carolyn English of Elmira Correctional stands on the sidelines, cheering on her Olympian in a 50-meter dash.



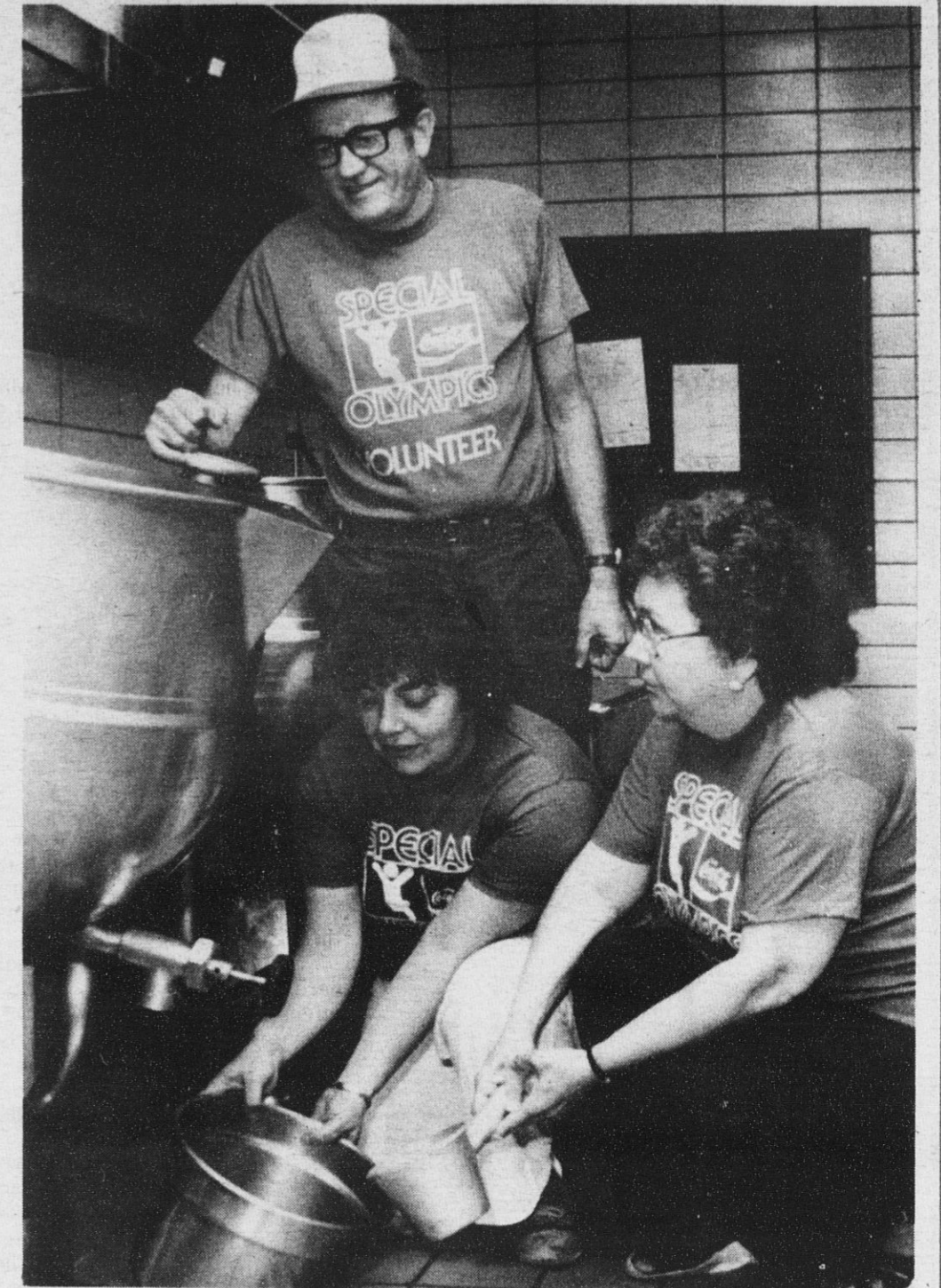
CONGRATULATIONS — CSEA "hugger" volunteer Joan Delaney, left photo, of Elmira Correctional gives athlete Ricky Hunt, 18, congratulations at the end of an auto obstacle race.



FRISBEE CHAMP — Special Olympian Tina Gushlaw, 16, right photo, is cheered on by CSEA's Mary Brusso of Elmira Correctional Facility Local 156, her chaperone for the day. Tina ended up with a gold medal for the event.



TIME OUT — Pat Kelly, a member of CSEA Local 437, Elmira Psychiatric Center, takes time out to watch the Olympic events with two Cayuga County Special Olympic contestants, Denise Witchey (left) and Pat Briggs.



CSEA VOLUNTEERS from three Elmira area Locals check out kitchen equipment in preparation for three days of Special Olympics activities at Elmira College. Gloria Hultz, lower left, Local 156 Elmira Correctional Facility, and Lucille Smith, Local 437 Elmira Psychiatric Center, get some advice from Mike Cerio, Elmira City Unit of Local 808 Chemung County. The three served as chairpersons for local volunteers.

winning is just being there.

CSEA

Supports Special Olympics

33 Elk Street, Albany, New York 12224



CLOWNING AROUND — Athlete Kenneth Wright, 18, sponsored through CSEA, laughs it up between activities with members of the Binghamton Pioneer Clowns.

Patrick G. Rogers

Director of Field Services

witnessed evolution of CSEA

ALBANY — "When I came to work for CSEA as a field man in 1959, there were only six of us," recalled Patrick G. Rogers, Director of Field Services. "In many ways this was a social organization then. We had no power when it came to negotiations. We'd walk in hat in hand to talk to a mayor or Board of Supervisors. We'd make a request, and that was about all we could do. The biggest part of our job in those days was organizing."

Times have obviously changed for CSEA, as well as for Rogers and the field representatives who staff his department.

The Taylor Law ushered in the evolution of CSEA as a full-fledged labor union with the right to negotiate and enforce contracts. Membership of the union has skyrocketed. Establishment of regional and satellite offices has improved the delivery of services to members. And there are now more than 60 field representatives, as well as an organizer assigned to each region.

"Unquestionably over the years the quality of our field reps, in terms of education and experience, has also increased," Rogers added. "It's not an easy job. They work long hours, with heavy loads and a lot of pressure. Over a period of years, that takes its toll. They have 'burn

out' the way social workers do."

"I think over the years one of the biggest steps forward that this union took was getting involved in political action," Rogers said. "Back in the 60's I talked about the need for getting involved in elections, for example, and everybody seemed to think I had holes in my head. But now we've seen the impact of political action on negotiations at the state and local levels, and it's been tremendous."

Although Rogers will retire in August after 22 years, he has some thoughts about the union's future.

"I think it's going to be tough," he said. "I think we're going to see some challenges, and we're going to have to pay attention to organizing. As a staff, we're going to have to work still harder at servicing the members."

"But I think the real key is educating the members so they can handle a lot of the problems on their own. The effort that our Education Department is now making to train local officers and stewards and grievance committees is one of the most important things that this union can do right now. After all, a field man gets spread pretty thin, and he can only do so much."



Patrick G. Rogers



NICK POLLICINO is the second most senior CSEA field representative in terms of service, having joined the union staff in 1968.



ATTENDING A LONG ISLAND REGION I Safety Workshop in Melville are, from left, CSEA Field Representatives Rigo Predonzan and Irwin Scharfeld.



REGION I DIRECTOR William Griffin directs the field staff on Long Island. "Each rep has to carry a good-sized load in this region," he notes.



STAFF PROFILE

FIELD SERVICES

CSEA FIELD REPRESENTATIVE Ronald King, (left photo), leads a discussion on grievance handling at the first Long Island Region I Women's Workshop in Hauppauge.

AMONG THOSE ATTENDING a recent Nassau County Local 830 meeting (right photo), were, from left standing, Regional Atty. Richard Gaba, CSEA Field Rep John O'Sullivan, and sitting from left, Collective Bargaining Specialist George Peak and Field Rep Michael Aiello.



High pressure, round-the-clock job

Editor's note: "It's not an easy job. They work long hours, with heavy loads and a lot of pressure" says their supervisor, Director of Field Services Patrick G. Rogers. "They" are the more than 60 field representatives blanketing the state to provide professional union services to CSEA's membership. The following article concerns four of the 12 field representatives assigned to the union's Long Island Region I. Their stories are representative of the other field reps across the state.

By Hugh O'Haire

AMITYVILLE — "As a field rep, you have to be a father confessor, a negotiator, a diplomat, have to get along with administrators for the benefit of your members, all without going bananas," said Nick Pollicino, the silver-haired, gentle-mannered field representative from Region One discussing his job for CSEA. "Also, you have to keep in close touch with local officers — that's a must; you're at their call night and day."

Nick is one of 12 field representatives (a thirteenth staff member is an organizer) assigned to the sprawling Long Island Region. In between the Atlantic Ocean to the south and the Long Island Sound to the north, approximately 60,000 CSEA members are scattered in more than 100 village, town, county and state locals, all serviced by Region One field representatives.

"Every unit wants its own field rep," observed Bill Griffin, Region One Field Director, "but we just don't have the funds to expand the staff that much. So each rep has to carry a good-sized load in this region."

Field representatives are trained to assist CSEA locals in all levels of government, but on Long Island, because of the large number of locals, field representatives tend to be assigned exclusively to a group of either state locals, county locals or a combination of town, village and school district locals.

No matter where in New York State they are assigned, the duties of a CSEA field representative are the same. In addition to being what Mr. Griffin describes as the "president's representative to the members", they process grievances and improper practice charges, negotiate contracts, recruit new members, assist union committees, visit locals and units, attend day and evening meetings, keep detailed records of their activities for headquarters, and when all else is done, generally help the membership in any way they can.

"You can throw away your watch when you take this job. It's not a nine-to-five proposition," says John O'Sullivan, a burly but cheerful Region One field representative who services school districts, libraries and villages in Nassau County. He also is the field representative for the City of Long Beach, the Nassau Bridge Authority and Sanitary District One which encompasses five towns on Long Island's South Shore.

John tries to set up his daily schedules — visits to locals, negotiations, grievances, disciplinary hearings at the various Departments of Labor Relations — a few days in advance. He works out of the Nassau County Local 830 offices in Mineola, the Nassau Educational Local 865 or the Region One office at Amityville, always checking in during the day with other offices to let them know where he is in case of emergency and to pick up telephone calls.

John grew up in the labor movement. His father was an organizer and a member of the original executive board of the Transport Workers Union in New York. "I used to go with him and help give out leaflets at the gate. I remember him getting suspended for organizing," he recalls, a smile breaking out on his face.

He followed his father's lead and became secretary-treasurer of Local 504 of the TWU and later, as a firefighter in Manhattan, became secretary of Local 94 IFF AFL-CIO. John also worked as a lobbyist for the firefighters' union in Albany before joining CSEA several years ago.

"CSEA is no different from any other union. It's purpose, and the purpose of my job as a field rep, is to help improve the working and economic conditions of our members."

While much of his day is occupied with the nuts and bolts of labor relations in the field — filing grievances, returning calls from officers and members, visiting locals — contract negotiations for more than 30 units that are his responsibility take up a great deal of John's time at night.

It can be a frustrating experience since some of the smaller villages in Nassau County still believe, he says, that public employees should be grateful just to have a job.

"The worst part of my job is knowing our members' needs — real food on the table needs — and then going up against an employer who just won't give them a just and equitable wage."

Bringing a difficult negotiation to a successful conclusion is what makes the job worthwhile for him, John says. "It's a nice feeling to know you've fought hard and won something for your members" he said.

Recently, Field Representative Rigo Predonzan and Hempstead Town President Gus Nielsen rushed to the Hempstead Sanitary District Garage at 5:15 a.m. after management refused to initiate changes in the procedure for trash pick-up that the local had negotiated with them." (See story on page 5).

"The men refused, rightly, to go out on the routes because the Town reneged on our agreement. We told management that we wouldn't roll until they complied. After several loud arguments, management backed off and our members went to work," Rigo said. "A deal is a deal. That's the bottom line on negotiations."

Rigo, a powerfully-built former state employee, negotiates changes in work rules, a key function of the on-the-spot unionism, for all units in

Nassau County and the Town's of Hempstead and Oyster Bay. "In Oyster Bay, we have an open contract where work rules and conditions have to be constantly modified."

Rigo also negotiates contracts for several locals in Nassau County, including the Town of Hempstead and the Town of Oyster Bay. In all, he is the representative for over 16,500 members. And, due to the recent illness of Collective Bargaining Specialist George Peak, Rigo has assumed responsibilities for negotiating the large Nassau County Unit contract as well.

"There's a great deal of night work, especially when you're in negotiations," he said. "Even proposal language must be approved by the local unit Board before it can be presented to management," Rigo said.

In addition, he processes all grievances and improper practice charges in the county and towns and attends disciplinary hearings on the town and county level which total more than 140 a year.

"An important part of my work is giving advice to CSEA leaders on how to determine whether a complaint is just that — a complaint — and not a bona fide grievance. We have to work out the phrasing and processing of each grievance carefully in order to insure that management does not slip off the hook through semantics or timeliness.

A typical day for this 33-year old staffer can start with a dawn appearance on a work site, and continue in Manhattan at PERB, where he acts as spokesman for CSEA members at prehearing conferences. Rigo usually returns to the Nassau Local in Mineola in the afternoons to return calls, process grievances, represent members at County Grievance Board hearings and work on correspondence. At night, when not reviewing contract language or negotiating with a CSEA unit, Rigo can usually be found after 5 p.m. at CSEA local membership meetings or assisting local unit presidents in drafting grievance language.

"The nature of this job is that you're always hurrying just to catch up with the work load. But if I didn't believe in and like what I was doing for a living, I wouldn't be here," he added.

The work load is just as heavy for Field Representative Ron King. But more than any other Region One staffer, Ron is preoccupied with logistics. Distances are vast between units in his territory and scheduling meetings is important because of the time it takes to reach some of the Region's remote units.

Ron negotiates contracts for 3,000 members located in the towns of Brookhaven, Riverhead, Southold, Southampton, Easthampton and Shelter Island, as well as for the villages of Quogue and Greenport and school districts from Stony Brook to the end of the Island.

"Given a choice of choosing any part of Region One, I would have taken this area because it is so similar to upstate," said the redheaded former teacher, policeman and Suffolk County case worker, who transferred to Long Island from Oneonta where he was a CSEA field representative.

"Management in the town is not as sophisticated as on the rest of the Island. It's a rural area with rural prejudices, including an animus toward organized labor," he said.

For all their lack of sophistication, Ron has discovered that like other areas on Long Island, even the small villages on the east end are hiring professional negotiators to face the CSEA field representatives in contract negotiations.

"The professional is the front man for the Board. Board members then tell our members that negotiations are out of their hands and make a play for sympathy. Sometimes this can be effective in small towns where employees and managers are neighbors, so we have to be careful to counteract these tactics by explaining exactly what is going on."

Negotiations — which are done in Albany for Long Island state units — do not take up as much time with Nick Pollicino, a field representative who specializes in handling state locals. He still spends a good deal of time, however, negotiating work rules.

"We actually negotiate contracts for each of the State University locals on Long Island, tailor making them to fit each local's needs and demands. Most state units, especially the hospitals, have three shifts which require a lot of fine-tuning with the basic contract negotiated in Albany," he said.

Besides the SUNY units on Long Island — Stony Brook, Old Westbury, Farmingdale, Empire — Nick services Central Islip and Kings Park Psychiatric Center locals, the Dept. of Environmental Conservation, the Division of Employment, the Hauppauge State Office building, and other State offices located in Nassau and Suffolk Counties.

"I also set up appointments and attend all disciplinary hearings, or Article 33's, and handle contract grievances and civil service law violations," Nick says. "We've been especially successful in defending our members against attempts to terminate them," he beams.

A former state employee, Nick joined the CSEA staff in 1968 and is the second senior field representative in CSEA service.

Like all other field representatives, Nick is constantly in transit to a meeting or chasing down a problem. He visits two to three units each day and still averages 15 to 20 telephone calls with CSEA members each day while on the road.

Asked what his twelve years as a CSEA field representative have taught him, he thought for a moment and replied, "If you're a field person, you belong in the field. Don't sit in the office waiting for the telephone to ring," he added before leaving for a 10 p.m. meeting with the night custodians at SUNY at Farmingdale Local 606.



Legislative

Bill No.	PROVISIONS	STATUS
81-1 S. 6801 A. 6492	The 1977 Agency Shop legislation would be made both permanent and uniform for both state employees and those in the political subdivisions. (Agency Shop)	S. Rules A. Govtl. Empl.
81-2 S. 6802 A. 6512	This bill would remove the loss of two days' pay for each day of a strike. (Repeal of 2 For 1)	S. Rules A. Govtl. Empl.
81-4 S. 4594 A. 6482	This bill would give unions and employees the right to notice and an opportunity to be heard before the issuance of a restraining order. (Injunctive Notice)	S. Civ. Serv. & Pens. A. Govtl. Empl.
81-5 S. 4593 A. 6472	This bill would restore the presumption of arbitrability for New York State public employees which disappeared because of Liverpool. (Liverpool)	S. Civ. Serv. & Pens. A. Govtl. Empl.
81-6 S. 3086 A. 6462	This bill would require an employer to continue an expired collective bargaining agreement until a new agreement is reached. (Triborough)	S. Civ. Serv. & Pens. A. Rules
81-7 S. 6803 A. 6502	This bill would prevent the imposition of penalties against the union representing public employees when it is found that an employer improper practice was responsible for a strike. (No Union Liability — Loss of Dues Deduction Privileges)	S. Rules A. Govtl. Empl.
81-8 S. 3267	This bill would prevent the imposition of the two-for-one penalty against employees when it is found that an employer improper practice was responsible for a strike. (No Individual Liability — Loss of 2 or 1)	S. Civ. Serv. & Pens.
81-9 S. 4592 A. 2196	Civilian employees of the Division of Military and Naval Affairs would become "public employees" under the Taylor Law, and, therefore, could organize and bargain collectively with the State of New York. (Armory Employees)	S. Civ. Serv. & Pens. A. Ways & Means
81-11 S. 910A A. 5164	This proposal would guarantee public employee voting membership on the Board of Trustees for the Employees Retirement System and investment decisions would require the vote of at least one such member. (Board of Trustees For Retirement System)	S. starred on 3rd rdg. Senate Calendar 5/26 A. Ways & Means
81-12 S. 1115A A. 1535A	This bill would allow the veterans of World War II, Korea and Vietnam to purchase up to three years of credit in the Retirement System for service in those wards. (Veterans' Buy-Back)	S. Civ. Serv. & Pens. A. Ways & Means
81-13 S. 2934 A. 3806	This bill would provide a modest cost-of-living increase for those retirees who retired prior to 1980. This bill would also provide supplementation, for the very first time, to those who retired after April 1, 1970. (Retiree Supplementation)	S. Finance A. Govtl. Empl.
81-14 S. 3569 A. 4583	This bill would make state employees who retired before December 30, 1966, eligible for a death benefit in the amount of \$2,000. (\$2,000 Death Benefit)	S. Finance A. Ways & Means
81-15 S. 3547 A. 4530	This bill would allow district attorney investigators in counties which so elect to participate in a 20-year retirement plan similar to that plan which has been available for deputy sheriffs. (20-Year Retirement Plan-D.A. Investigators)	Passed both houses- sent to Governor
81-16 S. 5004 A. 7037	This proposal would amend the Retirement and Social Security Law to provide that correction officers employed by counties would be eligible to participate in a 20-year retirement plan. (20-year Retirement Plan-Correction Officers)	S. Civ. Serv. & Pens. A. Govtl. Empl.
81-17 S. 6181 A. 8794	This bill would simply allow retirees to be eligible for dental insurance under the group coverage. (Dental Insurance Plan-Present Retirees)	S. Civ. Serv. & Pens. A. Govt. Employees
81-18 S. 4563 A. 6548	This bill would provide that the surviving spouse of a retiree who had family coverage in the health insurance plan would be allowed to continue such coverage after the employee's death, at no more than 25% of the full cost. (Health Insurance Program Participation for Retirees at 25% of Cost)	S. Civ. Serv. & Pens. A. Ways & Means
81-19 S. 6804	This would allow employees who were on the payroll prior to the cutoff date for eligibility in the lower tier and who, through no fault of their own, were both eligible for membership, to file to become members of the lower tier. (Tier I and II Reopeners)	S. Rules
81-20 S. 3436 A. 4277	This bill would allow State employees working at the University of Buffalo before it was acquired by the State of New York, to purchase retirement credits from the New York Retirement System for the time they were employed by the University. (University of Buffalo Buy-Back)	S. Civ. Serv. & Pens. A. Govtl. Empl.

CSEA LEGISLATIVE PROGRAM BILLS

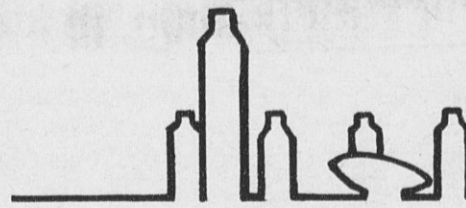
As the pace of lawmakers quickened in anticipation of the traditional summer recess of the State Legislature, the status of many of CSEA's 1981 program bills changed accordingly during the past few days preceeding adjournment.

Three more of CSEA's key legislative bills have moved successfully through both the Senate and Assembly and have been sent to the governor for consideration of signing into law. In the listings below, those bills recently having passed both houses and

moving on to the governor's desk are Program Bills Numbers 81-15, 81-22 and 81-34. They join CSEA Program Bill Number 81-24 which earlier passed both houses and has already been signed into law by Governor Carey.

Additional legislative action is anticipated on many of the bills below prior to the summer adjournment, with consideration of others likely to be held off until the lawmakers reconvene after the summer recess.

Update



(status as of June 24, 1981)

Bill No.	PROVISIONS	STATUS
81-21 S. 6805	This proposal would provided retirement system credit for employees of the Rome Community Store in the Department of Mental hygiene who have been denied service credit for years of service prior to June 21, 1973. (Retirement System Credit for Employees of the Rome Community Store)	S. Rules A. Ways & Means
81-22 S. 6830 A. 8763	Long Beach, Glen Cove court bill.	Passed both houses- sent to Governor
81-23 S. 3463 A. 4467	The Education Law presently encourages the contracting out of transportation services by school districts by giving private contractors a more favorable state-aid formula. This bill would eliminate that advantage. (Parity Bill)	S. Education A. Education
81-24 S. 1204C A. 1904B	This legislation would eliminate the cap imposed on school districts that does not allow them to receive state aid for more than 7% of the prior year's budget for transportation services. (Relief from 7% CAP)	S. Signed into law 5/15/81 Chpt. 54.
81-25 S. 4846 A. 3515	The Transportation Law would be amended to require motor vehicles seating 11 passengers or more, and used in the business of transporting school children, to be equipped with padded seat backs at least 24 inches in height rather than 28 inches in height. (Bus Seats)	S. Transportation A. Ways & Means
81-26 S. 2783 A. 3601	This bill would put cafeteria services in the mandated part of the school budget. (Cafeteria Operations — Contingency Budget)	S. Education A. Education
81-27 S. 4516 A. 8327	This bill would conform the practice of litigation with school districts to that which obtains in litigation against other public employers. (Notice of Claim Reform)	S. Education A. Education
81-28 S. 2077 A. 2692 A. 5960	The New York Court of Appeals, New York's highest court, has recently determined that the provisions governing military leave for public employees provides for paid military leave for 30 calendar days, instead of for 30 work days. As a result, employees who work on the second shift or who have pass days on other than weekends, may be required to attend ordered military drills without being paid. This bill would merely restore the practice as it existed prior to the Court of Appeals decision. (Military Leave)	S. Passed Senate 6/9 A. Ways & Means A. Ways & Means
81-29 S. 1833 A. 2469	Martin Luther King Day	S. Judiciary A. Ways & Means -
81-30 A. 4951	This bill would prevent persistent labor law violators from seeking public contracts. (Persistent Labor Law Violators)	A. Labor
81-31 S. 2805B A. 3150A	This proposal provides funding at a minimum of \$500,000 for the Clinton-Essex-Library System. (Minimum Funding for the Clinton-Essex-Franklin Library System)	S. 3rd rdg. Senate calendar A. Rules
81-32 S. 3314 A. 5772	Section 41.11 (c) of the Mental Hygiene Law provides that no employee of the Department may be appointed as a member of a community service board or a subcommittee thereof. This unfair exclusion should be deleted. (Employees of the Department of Mental Hygiene to Serve on Community Service Boards)	S. starred on 3rd rdg. Senate calendar 5/28 A. Rules
81-33 S. 6806	The New York State Department of Civil Service recently changed the classified services rules in a number of significant respects, including lengthening the probationary period. This proposal would change some of the more undesirable aspects of the revision. (Change in Classified Service Rules)	S. Rules
81-34 S. 1710A A. 2149A	Public employees are frequently sued for decisions which they have made in the course of their employment. Public Officers Law Section 17 was recently amended to provide a systematic procedure and increased protection for employees of the State under those circumstances. This proposal would provide a parallel procedure, and similar protections for employees of the political subdivisions and the authorities. (Political Subdivisions Indemnifications)	Passed both houses- sent to Governor Signed into law 6/22/81
81-35 S. 3773 A. 5073	This bill would eliminate a \$5.00 examination fee for present State employees and its political subdivisions on competitive examinations. (Examination Fee)	S. Civ. Serv. & Pens. A. Ways & Means
81-36 S. 4194 A. 5728	Indemnification for the Thruway Authority	S. passed Senate 5/28 rpt. Assm. W&M. A. Ways & Means
81-38 S. 6807 A. 8514	This bill would provide unemployment insurance for non-professional school district employees who do not have a job clause in the collective bargaining agreement. (Unemployment Insurance for Non-Professional School District Employees)	S. Rules A. Labor S. passed Senate 5/18; rpt. Assm. Govtl. Empl. A. Ways & Means
81-39 S. 1330 A. 1657	Death Benefit for Non-Uniformed Correction Officers.	

UNOFFICIAL ELECTION RESULTS

The Civil Service Employees Assn. conducted a recent mail ballot election to determine officers for each of the union's six regions, regional educational representatives to CSEA's Board of Directors, and members of the State Executive Committee of the Board

of Directors. Ballots were mailed on May 14 and were counted on June 26. Following, as yet unofficial, are the results of those elections as reported by The Civil Service Employees Assn.

Unofficial results, regional officer races

Following are the unofficial winners of the recent mail ballot election conducted by The Civil Service Employees Assn. for the election of officers of each of the union's six regions, plus regional educational representatives to CSEA's Board of Directors.

REGION ONE	REGION TWO	REGION THREE	REGION FOUR	REGION FIVE	REGION SIX
President Danny Donohue	President George Caloumeno	President Raymond J. O'Connor	President Joseph E. McDermott	President Jim Moore	President Robert L. Lattimer
First Vice President Nicholas Abbatiello	First Vice President Frances DuBose	First Vice President Pat Mascioli	First Vice President C. Allen Mead	Executive Vice President Patricia Crandall	First Vice President Genevieve Clark
Second Vice President Arthur Loving	Second Vice President Brenda J. Nichols	Second Vice President Harold F. Ryan	Second Vice President Joan Tobin	First Vice President Ralph Young	Second Vice President Robert C. Smith
Third Vice President Carol Craig	Treasurer George Boncoraglio	Third Vice President Rose Marcinkowski	Third Vice President Barbara Skelly	Second Vice President Richard P. Brown	Third Vice President Gerald M. Prince
Fourth Vice President Jack Geraghty	Secretary Ann Worthy	Secretary Grace S. Woods	Secretary Shirley A. Brown	Third Vice President Bruce Nolan	Secretary Sheila A. Brogan
Secretary Dorothy Goetz		Treasurer Eleanor McDonald	Treasurer Gerald R. Toomey	Recording Secretary Helen Hanlon	Treasurer Barbara M. Fauser
Treasurer Jean Wichmann			Educational Rep Ruth E. Hathaway	Treasurer Mary E. Sullivan	Educational Rep Domonic Spacone Jr.
Educational Rep Michael Curtin				Educational Rep Dolores Herrig	



Unofficial results, Board of Directors seats

Following are the unofficial winners of the recent election conducted by The Civil Service Employees Assn. to elect members of the State Executive Committee of the union's Board of Directors.

AG & MARKETS John J. Weidman	CORRECTIONS Susan L. Crawford	JUDICIAL Thomas F. Jefferson	MENTAL HY REG. II James Gripper Jr. Brenda J. Nichols George A. Boncoraglio	MENTAL HY REG. V Sue Bucrzinski Hugh McDonald	STATE Robert W. Smith
AUDIT & CONTROL Beatrice McCoy	EDUCATION June Robak	LABOR George Caloumeno Shirley Brown	MENTAL HY REG. III Eva Katz Robert R. Thompson Harold F. Ryan	MENTAL HY REG. VI Elaine Mootry Paul Christopher	TAX & FINANCE John Gully
AUTHORITIES John Francisco	EXECUTIVE Earl Kilmartin Cindy Egan	LAW Elisa Bursor	MENTAL HY REG. IV Francis Wilusz	PUBLIC SERVICE Elizabeth F. Kurtik	TRANSPORTATION Joan M. Tobin John Cassidy
CIVIL SERVICE Dolores Farrell	HEALTH Genevieve Clark	MOTOR VEHICLE Barbara A. Stack		SOCIAL SERVICES William G. McMahon	UNIVERSITIES Marie Romanelli Patricia Crandall Frances DuBose Sara Sievert
COMMERCE Ruth Lovegrove	INSURANCE Betty C. Collins	MENTAL HY REG. I James J. Forsyth Bill Chacona Jean W. Frazier			PUBLIC CORPORATIONS Joann Lowe
CONSERVATION Karen E. Murray					