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CSEA BACKS 'REBUILD NY' BOND ISSUE

The Civil Service Employees Association has come out squarely, and strongly, in support of the \$1.25 billion Rebuild New York Bond Issue, which will appear as Proposition 1 on the November election ballots.

"The bond issue will benefit all New Yorkers," CSEA President William L. McGowan noted in announcing the union's solid backing of the proposition. "For union members in both the public and private sector, it will create jobs. It will also spur economic development in New York," McGowan said.

"The federal aid that will come to New York if the proposition passes is one of the best reasons to vote for the bond issue," he said. "Too often New York State has been short-changed by the federal government. We must not let this opportunity to bring federal money into the state slip by," McGowan emphasized.

Noting that nearly \$2 billion in federal aid would be lost if the bond issue is not passed,

the union president said "New York's roads, bridges, canals, railways and mass transit systems must be rebuilt and the bond issue will allow this to happen."

McGowan also said the union will sponsor advertisements throughout the state urging support of the proposition, and that the union's nearly quarter of a million members will be urged to vote in favor of Proposition 1.

McGowan said passage of the proposition would provide for creation of about 36,000 jobs and increase the state's transportation program by 80% over the next five years.

Following announcement of the union's solid backing of the proposition, McGowan kicked off a four-day trip along the state's barge canal system as part of a CSEA campaign designed to prevent further deterioration of the historic waterway. (see pages 6 and 7). Several million dollars would be allocated to upgrading the barge canal system as part of the Rebuild New York Bond Issue.

PROPOSITION #1

FOR SAFER TRANSPORTATION



REBUILD NY BOND ISSUE

ALONG THE BARGE CANAL . . .

CSEA President William L. McGowan, left, talks with a newsman at one of the stops on a 4-day trip along the barge canal system this week. McGowan is pushing passage of Proposition 1 and restoration of canal staff and facilities. SEE PAGE 6.



Watching the canal system deteriorate

Dave Pavlak is a "rover" on the barge canal system. He's angry and bitter as he watches the system fall apart, angry that the state wants to layoff dozens of workers and cut canal budgets. Passage of Proposition 1 could change all that. For a worker's view of the canal crumbling, see page 7.



A look at some taxing situations



How workers came to bear the tax burden

People have grumbled about taxes from the dawn of civilization.

In 1773, Massachusetts colonists dumped tea into Boston harbor to protest a tax they felt was unjust. The Boston Tea Party led to the Declaration of Independence in 1776.

At least until the recent era of "taxpayer revolts," complaining about taxes was tempered by a sense among most Americans that the tax system, with all its flaws, was basically fair.

As recently as 1972, public opinion polls found the federal income tax to be considered the "fairest" of all taxes. But by 1980, the same polls showed the income tax to be the one rated "least fair" by a plurality of those asked.

Unfortunately, the changing public perception of the tax system is based on reality. Middle- and low-income taxpayers, especially since the 1970s, have been paying an increasing share of their income in taxes without any apparent increase in services.

However, the main reason for this growing tax burden — the gradual shifting of the burden from large corporations and wealthy individuals to middle and lower-income taxpayers — has not been widely understood.

This confusion in the public mind made the situation ripe for misdirected tax revolts led by conservatives like Howard Jarvis. The ground was fertile for demagoguery about "big spending" by "big government" and "welfare cheaters" spread by media mythmakers and politicians like Ronald Reagan.

In fact, President Reagan's 1981 tax program, the old "trickle-down" theory dressed up as "supply-side economics," represented the radical culmination of a longtime trend.

This trend is documented in a recent book, "Inequity and Decline," by Robert S. McIntyre and Dean C. Tipps of the Citizens for Tax Justice. The book details the erosion of the progressive tax system based on the "ability-to-pay principle and the harmful effects on the economy as well as on tax equity.

Between 1969 and 1980, taxes on corporate profits were slashed by at least a third. Individual income taxes, however, were 15 percent higher by 1980 than their level in the early and mid-1970s.

For the bottom half of the population, the tax rate increased by more than 50 percent while the tax rate for the wealthiest taxpayers went down by 16 percent.

Meanwhile, tax loopholes for corporations and the wealthy grew twice as fast as federal revenues during the 1970s.

The result was that the corporate share of the federal tax burden fell



from 25 percent in the 1950s and 1960s to only 12.5 percent by 1980. Under Reagan, the corporate tax share dropped to less than 6 percent this fiscal year, the lowest level in modern history.

Tax breaks or "incentives" for business have been packaged as being a spur to sagging productivity. While "notably successful in shifting more of the federal tax burden onto wage earners . . . the 1970s saw a decline in the growth rate, stagnant productivity, spiraling inflation," and no increase in business investment, the book points out.

Yet the failure of trickle-down in no way dampened the enthusiasm of big business. In fact, the authors describe how business became even more aggressive and more tightly organized in pushing what came to be known as supply-side economics by 1980, when candidate Reagan embraced the idea.

Flush from their success in defeating Carter administration tax reform proposals and in widening corporate tax loopholes, big business launched "an unprecedented lobbying barrage," the authors note. This high-powered lobbying was backed by big money — the business political action committees (PACs) whose coffers multiplied by 900 percent between 1976 and 1980.

When Congress enacted Reagan's misnamed Economic Recovery Act of 1981, corporate America saw the fulfillment of its wildest dreams.

What came to be called Reaganomics amounted to the virtual elimination of the corporate income tax and individual income tax cuts skewed to the rich. Meanwhile, the average wage earner today is paying more taxes than ever before when federal, Social Security, state and local taxes are added up.

Reaganomics' devastating effect on the economy is well-documented in "Inequity and Decline," including the new tax incentives for business to seek tax shelters rather than invest and create jobs.

The book describes how Congress in 1982 plugged some of the worst business tax loopholes enacted in 1981 and it points the way back to a sounder and more just tax policy.

Reagan income tax reductions wiped out by other tax hikes

WASHINGTON — Most Americans are paying more taxes today than they were in 1980, before the Reagan "across-the-board" income tax cut, according to a study by the AFL-CIO Public Employee Department.

State and local governments, which generally had been cutting their taxes in seven of the eight years before Reagan took office have been forced to raise taxes because of the Reagan budget cuts, the report says.

Entitled 'In Search of the Reagan Tax Cut: A Working American's Guide to Where the Money Went,' the study was released at the

department's sixth biennial convention here.

The study was based on a survey of one city in each of 20 states. In only two of the cities surveyed — Minneapolis and Los Angeles — the combined tax burden was greater in 1983 than in 1980 until household incomes reached the \$75,000 level.

Hardest hit are families at the \$15,000-income level, all of which saw their total tax bills go up — from a low of \$236 in Mississippi to a high of \$685 in Wisconsin.

Democratic PRESIDENTIAL FORUMS

Organized labor will be an extremely important factor in the 1984 presidential primaries and general election. Labor will be solidly in the Democratic corner in an all-out bid to end the reign of the Reagan Administration.

In order to get acquainted with the Democratic candidates, CSEA members are urged to attend a series of fall forums scheduled throughout New York and sponsored by the New York State Democratic Committee.

All sessions are open to the public free. Candidates who have already

addressed the forums include Gov. Reuben Askew, Sen. Gary Hart, Sen. Alan Cranston and Sen. Ernest Hollings.

Here is the Schedule of remaining forum dates:

- Sept. 26: Sen. John Glenn, 7 p.m., Hotel Syracuse, Syracuse.
- Sept. 28: Walter Mondale, noon, Rochester Institute of Technology, Arboretum, City Center, 50 West Main St., Rochester.
- Oct. 6: All candidates, 7 p.m., Town Hall, 123 West 43 St., New York City.

Bridging the safety gap on state's roads



DOT saves money, risks lives, union charges

NEWBURGH — Charging that the New York State Department of Transportation is more interested in saving money than lives, Region III Field Representative John Deyo called an accident involving three members of DOT District 8, Local 507 a “flagrant disregard for safety. They’re more interested in production,” he said.

Two of the employees were seriously hurt when Albert Tompkins, Bill Speed and Lori Erlandson hoisted themselves on a scaffolding which collapsed and dropped about 13 feet from the Fletcher Drive overpass here on June 30.

Erlandson sustained internal and head injuries and Tompkins, head and facial injuries. DOT Region 8 Safety Officer Bob Pardy noted that a pin had not been properly placed, leaving the scaffold unsecured.

Department of Labor Public Safety Employee and Health Bureau officials subsequently cited DOT with a number of violations, and ordered DOT officials to undertake a program “of instruction pertaining to unsafe conditions and regulations applicable to the employees’ work environment to control or eliminate any hazards.”

Employees should also be attached to lifelines in case such an accident should occur again, the officials said. Other specifics in the citing related to the scaffolding.

Local 507 President Jack Cassidy blasted DOT for cutbacks in staffing which he said “have caused unsafe conditions,” and he alerted work crews in all DOT regions to this situation. Said Cassidy: “Middle management is forced to maintain a level of production and in doing so, safety goes out the window.”

Worker's fall dramatizes need for bridge safety program

CATSKILL — Never has an incident more dramatized the need for the enforcement of a sound training and safety program on our state bridges than the Aug. 22 accident in which a summer employee fell from the Rip Van Winkle Bridge.

The young man, a college student, was part of a crew painting the bridge when he apparently slipped and fell more than 150 feet into five feet of water. Miraculously, he sustained only a broken arm.

This was not the first such accident on a Bridge Authority structure this year. Just one month earlier, another summer employee fell 19 feet off the Mid-Hudson Bridge in Poughkeepsie onto concrete below and suffered a serious back injury.

State Department of Labor officials agree that an accident prevention program is needed. The initiation of such a program is one of 13 mandates included in a list of violations issued by the Public Employee Safety and Health

Bureau which were made following an inspection of the bridge on Aug. 24. Among the others were:

- Provide safe access to all work locations under the bridge structure for all employees during maintenance operations;

- Provide a safety net for all workplaces that are more than 25 feet above a ground or water surface where the use of ladders, scaffolds, catch platforms, safety lines, temporary floors or safety belts are impractical;

- Do not permit maintenance operations to be undertaken until safety nets are in place and tested;

- Provide that forged steel safety hooks or shackles be used to fasten the safety nets;

- Provide employees with U.S. Coast Guard approved life jackets or buoyant work vests when working over or near water, where the danger of drowning exists;

- Provide that at least one lifesaving skiff be made immediately available at the Rip Van

Winkle Bridge whenever employees are working over or adjacent to water;

- Provide that all employees are required to wear and use the appropriate personal protective equipment during maintenance operations where there is exposure to hazardous conditions;

- Provide that accident and prevention programs include frequent and regular inspections of the worksite, materials and equipment and are made by competent persons designated by the employers;

- Provide that each employee be instructed in the recognition and avoidance of unsafe conditions and the regulations applicable to his work environment to control or eliminate any hazards or other exposure to illness or injury.

CSEA officials pointed out that while painting a bridge is considered “hazardous duty,” it shouldn’t be suicide. The lives of inexperienced workers should not be jeopardized to save a few dollars.”

How one man can make a difference

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In DOT Region 10, safety record improves under new rep

HAUPPAUGE — A new spirit of labor-management cooperation has been credited with helping Region 10 of the Department of Transportation to reduce lost-time accidents by 35 percent this year.

The improved record followed the appointment of Tommy Tighe as Region 10 safety and health representative.

Tighe was well qualified. He was a leader in the Region 10 DOT Local 508 of CSEA for 10 years, and served as an officer, grievance chairman and safety and health chairman for the union before being promoted to the management-level post.

Tighe and Local 508 President Lou Mannellino said that union and management cooperated closely in a new drive to reduce injuries to employees. Tighe provided training seminars for supervisors, assured delivery of safety equipment to the job sites and counseled employee on safe procedures. CSEA, meanwhile, advised members on safety rules and trained equipment operators by putting them through the defensive-driving seminars being conducted by CSEA Regional Safety and Health Coordinator Jim May.

“After all,” Tighe and Mannellino said, “our objective is the same.”

The results of the effort spared employees from pain and broken bones, and meant a massive saving in productivity for management.

After seven months on the job, Tighe reported that lost-time accidents had been reduced 35 percent. Lesser accidents that did not result in lost time were reduced 29 percent. Vehicle accidents were reduced 22 percent.

Highway work presents hazards to employees, and officials said that DOT has been troubled with consistently high rates of accidents. Now, every accident in Region 10 is investigated by Tighe, and equipment or procedural changes are required to prevent any recurrence of the mishap.

“It’s a cumulative thing, not just one thing that does the trick,” said Tighe, who, incidentally, had scored high in a safety and health training course provided by CSEA when he was the union’s safety chairman. “CSEA has been great in helping to get employees to think in terms of safety.”

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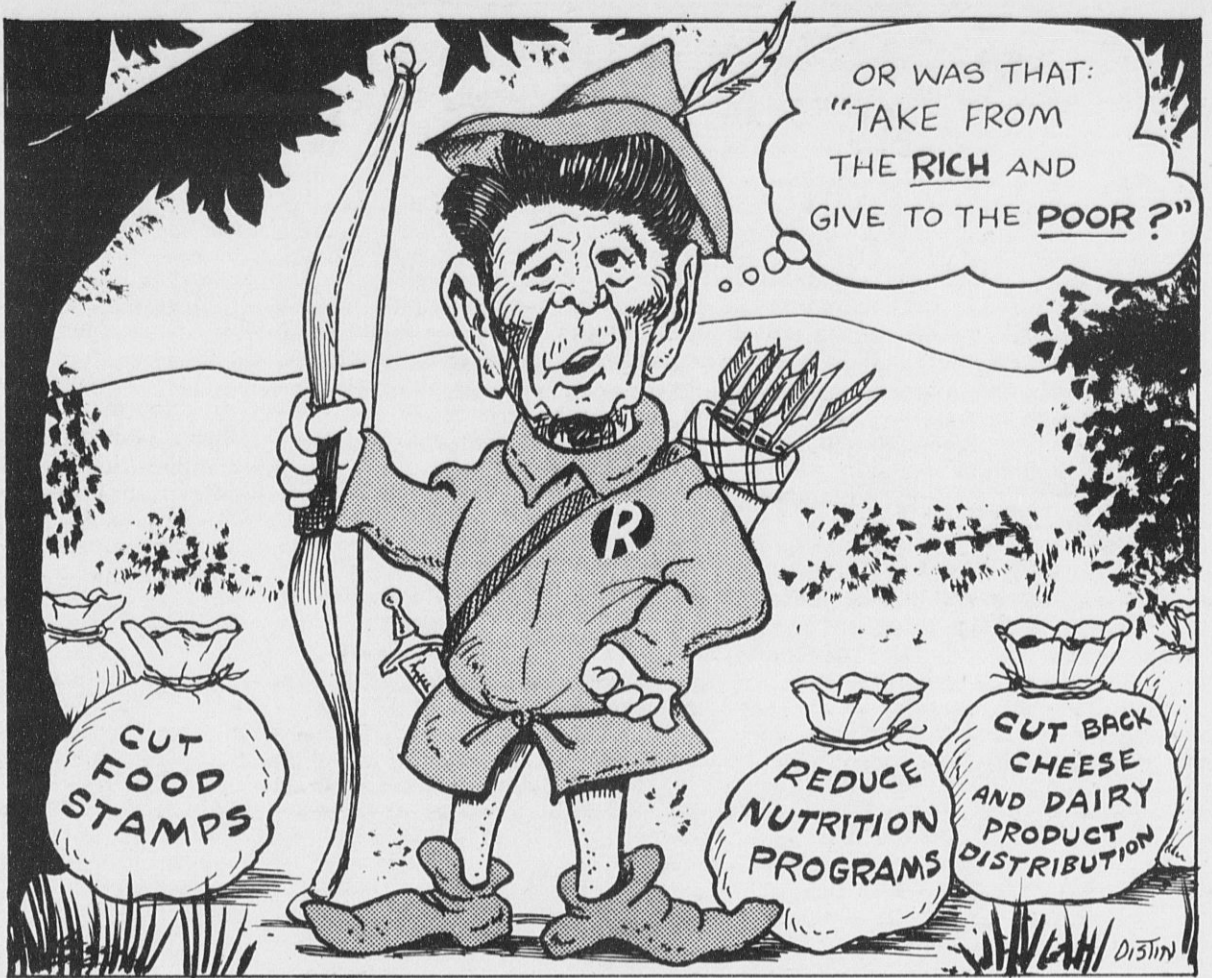
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73rd annual convention at the Concord, Oct. 23-28

KIAMESH LAKE — A busy schedule awaits attendants of the 73rd annual CSEA Delegates Convention slated for Oct. 23-28 at the Concord Hotel.

The 1,500 delegates expected to be on hand for the meeting will face a full agenda, including educational seminars, departmental meetings, committee forums, regional caucuses and several general business sessions.

Activities at the Concord get underway Sunday morning with registration and a meeting of the CSEA Board of Directors. The general opening session for delegates is scheduled for Monday morning with remarks from CSEA statewide President William L. McGowan. Delegate registration will follow into the afternoon.

Committee forums and seminars will run through Monday morning. The afternoon will be taken up with state departmental meetings and political subdivision panel discussions.

Tuesday's agenda will include state, county and retiree delegates meetings and seminars on such issues as retirement, women and the union, budgeting and auditing for union officers, and political action. In the evening, President McGowan will conduct a question-and-answer forum on CSEA.

Two general business sessions will fill the day

Wednesday, while the evening will kick off with a dinner introducing officers and dignitaries. A presentation by the Mental Health Players will follow.

More business sessions are scheduled for Thursday and Friday.

Throughout the week-long event, information tables will be staffed by representatives of various CSEA departments, including communications, education and training, field services, publications, political action, research, and safety and health maintenance.



Juravich to perform

ALBANY — CSEA's annual meeting will get off to a singing start with a Sunday evening appearance by noted labor singer Tom Juravich.

A familiar figure on picket lines, at rallies and in union halls throughout the Northeast, Juravich came to public attention in the fall of 1981 when he recorded a song about union busting attempts at Sterling Radiator in Westfield, Mass.

The song was so well received that the United Auto Workers (UAW) decided to release an album by Juravich, its first in 20 years. Called "Rising Again: Union Songs for the '80s," it features a number of the old labor standards as well as original songs about plant closings, advanced technology and the difficulties of being unemployed.

Juravich's work, however, is not just about hard times. It also conveys a sense of optimism and faith in the working people of this country.

Bernard J. Zwinak is named CSEA executive director

ALBANY — CSEA President William L. McGowan has announced the appointment of Bernard J. Zwinak to the position of CSEA executive director.

The 53-year-old Zwinak joins CSEA after serving 12 years as the administrative assistant to the national president of the American Federation of Government Employees (AFGE). In that position, Zwinak was responsible for the function of the AFGE which represents over 700,000 federal employees.

Zwinak has also served as a national representative for AFGE in New York State. Between 1969 and 1971, Zwinak traveled in New York State representing federal employees working here.

President McGowan said, "Bernard Zwinak brings a wealth of experience in the public employee labor movement to CSEA. His knowledge and experience will be an asset to the state's largest public employee union."

Zwinak will officially join CSEA on Oct. 3, 1983.

Preferred status unchanged by Tier III resignations

Editor's Note: There has been some confusion regarding the status of laid-off employees who "resigned" from state service to collect Tier III contributions. Here is the word on their status.

ALBANY — Laid-off state employees who may have "resigned" in order to withdraw Tier III contributions will remain on preferred lists.

CSEA Research Director Bill Blom explains that since the employees no longer held positions "they had nothing to resign from."

The state Civil Service Dept. and the Employee Retirement System considers the "resignations" to be only for purposes of withdrawing contributions. Benefits attached to preferred list status remain.

Blom adds that employees who "resigned" may buy back (with interest) service credits upon returning to the payroll. Otherwise, they will have to begin anew accumulating time for retirement.

Any questions should be directed to the state Retirement System.

Doctor prescribes Medic Alert, a precaution that can save lives

By Joel Bruinooge

CSEA Communication Associate
HAUPPAUGE — George M. Wheatley, M.D., stretches across his desk to shake hands, and a shiny bracelet swings below his wrist. The medallion is not a piece of jewelry. It's an emblem of this doctor's personal crusade: promoting Medic Alert.

Dr. Wheatley is director of the Medical Assistance Administration in the Suffolk County Department of Social Services and a member of CSEA Local 852. He got involved in the Medic Alert program when a friend's daughter almost died after being given a tetanus shot to which she was allergic. The doctor who administered the shot in an emergency situation did not know her medical history.

The girl's close call seemed needless to Dr. Wheatley, who committed himself to Medic Alert as a way of preventing such mistakes in medical treatment.

Medic Alert is an indicator to health care workers of a person's special medical conditions. Information about allergies and health problems is printed on a small medallion worn around the neck or wrist. In an emergency, especially when a patient is unconscious or cannot speak, the information can be life-saving.

Dr. Wheatley was named to the board of directors of the Medic Alert Foundation after his retirement from Metropolitan Life Insurance Company about 10 years ago. About the same time, he also started to wear a Medic Alert bracelet.

While he is busy running the Medicaid operation in Suffolk County, he wants fellow CSEA members to protect themselves with Medic Alert. He has been in touch with Suffolk County Local 852 President Charlie Novo to spread the word.

"It can be a matter of life or death whether you wear the Medic Alert emblem. Say you have a car accident or are taken ill away from home," Dr. Wheatley said. "The medical people who would take care of you would know nothing about you. They really need to know your medical history or something could happen to you like it did to my friend's little girl."

Dr. Wheatley calls it "vital" for people, especially those with allergies to certain medications or with special medical problems, to know about and use Medic Alert.

For information about enrolling in the Medic Alert program, write Medic Alert Foundation, P.O. Box 1009, Turlock, CA 95381-1009. The lifetime membership fee is \$15.



Dr. George Wheatley follows his own prescription for medical safety by wearing a Medic Alert bracelet. "It is vital that people wear them and recognize what they mean," he says. Inset: the Medic Alert symbol.

McEntee sees Washington state pay equity suit as precedent

WASHINGTON — AFSCME President Gerald McEntee said his union's recent lawsuit charging Washington state with sex-based pay bias could bring "a revolutionary change in the way that this society treats women workers."

AFSCME also has filed a similar lawsuit against Connecticut, and pay bias charges against Hawaii and Wisconsin. In conjunction with CSEA, AFSCME recently filed a pay bias suit against Nassau County, and AFSCME also has pending suits against the cities of Los Angeles, Philadelphia and Chicago.

McEntee told a press conference here that AFSCME will show that the state "artificially and illegally segregated its workforce by sex." Further, he charged, the state held down salaries in female-dominated jobs which were comparable to higher-paid male-dominated jobs.

AFSCME's suit against Washington state opened

Aug. 29 in U.S. District Court in Tacoma and should be decided in a few weeks. The union is charging pay discrimination against 15,000 women employed by the state. The lawsuit could lead to \$300 million in pay equity adjustments.

AFSCME is basing its suit on a study conducted by the state in 1974, which showed that jobs held primarily by women were paid about 20 percent lower than jobs held by men with the same job evaluation points. The average pay gap was about \$175 per month. At the union's request, the study was updated in 1976, 1979 and 1980, reconfirming earlier findings.

"There's more than back pay and pay raises involved," McEntee said. "If we win then the ruling in Tacoma is going to reach into every state government, all 3,041 counties and every town, city and school district."

The stage would then be set, McEntee said, for a long-overdue reform of the private sector and that would bring about "a revolutionary change" for women workers.

NOW President Judy Goldsmith told the news conference that the outcome of the Washington State case "is critical to every woman worker in America." She praised AFSCME "for its trail-blazing efforts" on pay equity, an issue she said could remedy the "pervasive problem" of sex-based job segregation and wage bias.

Eleanor Holmes-Norton, former head of the Equal Employment Opportunity Commission, also addressed the press conference. She will be an expert witness in the case.

A number of major women's organizations issued a statement endorsing the AFSCME lawsuit against Washington State.

Cortland County police unit wins holiday pay award

CORTLAND — The American Arbitration Association (AAA) has notified the CSEA Cortland County Police Officers Unit, Local 812, of its decision to uphold a grievance filed against the county for violation of a holiday pay agreement.

According to Terry Moxley, CSEA field representative for the unit employees, the union filed the initial grievance in Nov. 1982 when the county changed the method of paying sheriff's department employees for holidays worked. No settlement was reached and the issue proceeded to arbitration in April.

In its brief, CSEA argued that based upon past practice the county (Cortland) should have continued to pay employees at the rate of time and one half for all holiday hours worked, in addition to their regular pay for that day. The county called the contract language "ambiguous" and caused a "misinterpretation of the intent of the collective bargaining process relative to work day/work week and holiday coverage".

Although both sides agreed the holiday pay language in the contract is ambiguous, CSEA emphasized the language on past practice was expressly negotiated to prevent any unilateral changes.

In the decision the arbitrator called attention to the long standing past practice of holiday payment, and noted that the unilateral change in policy by the county did violate the contract.

The AAA award specified that Cortland County did not properly pay sheriff's department employees for holidays worked since Nov. 5, 1982 and directed that they should be reimbursed for any difference between the amount paid them for working a contract holiday and the proper amount according to the past practice formula.

"This is a clear victory for CSEA," Moxley said following the AAA decision which, he noted, was favorably reached with the assistance of Regional Attorney Earl Boyle and the CSEA Legal Assistance Program.

On the road to save Barge Canal

McGowan takes save-the-canal campaign on a statewide tour

"For many reasons, including commercial transportation, irrigation flood control, tourism and recreational boating, CSEA is determined to do everything in its power to protect and preserve this valuable waterway."



AN OFFICIAL OF B.A.R.G.E. (Bi-recreation Association to Restore the Great Erie), a boaters group, signs CSEA petition to "Save the Barge Canal", above photo. Gene Braselton signed the petition while his boat was passing through the canal system's Lock 30 recently.

ADDING HIS NAME of tens of thousands of signatures on CSEA petitions seeking to halt the layoff of canal maintenance workers is Gerald DeBarr, right, supervisor of the Town of Arcadia. DeBarr signed the petition while visiting the barge canal system's Lock 28 recently.

ALONG THE BARGE CANAL — CSEA's campaign to prevent the state's historic barge canal system from becoming a stagnant water-filled ditch within a decade was gaining wide media attention all across the Empire State this week.

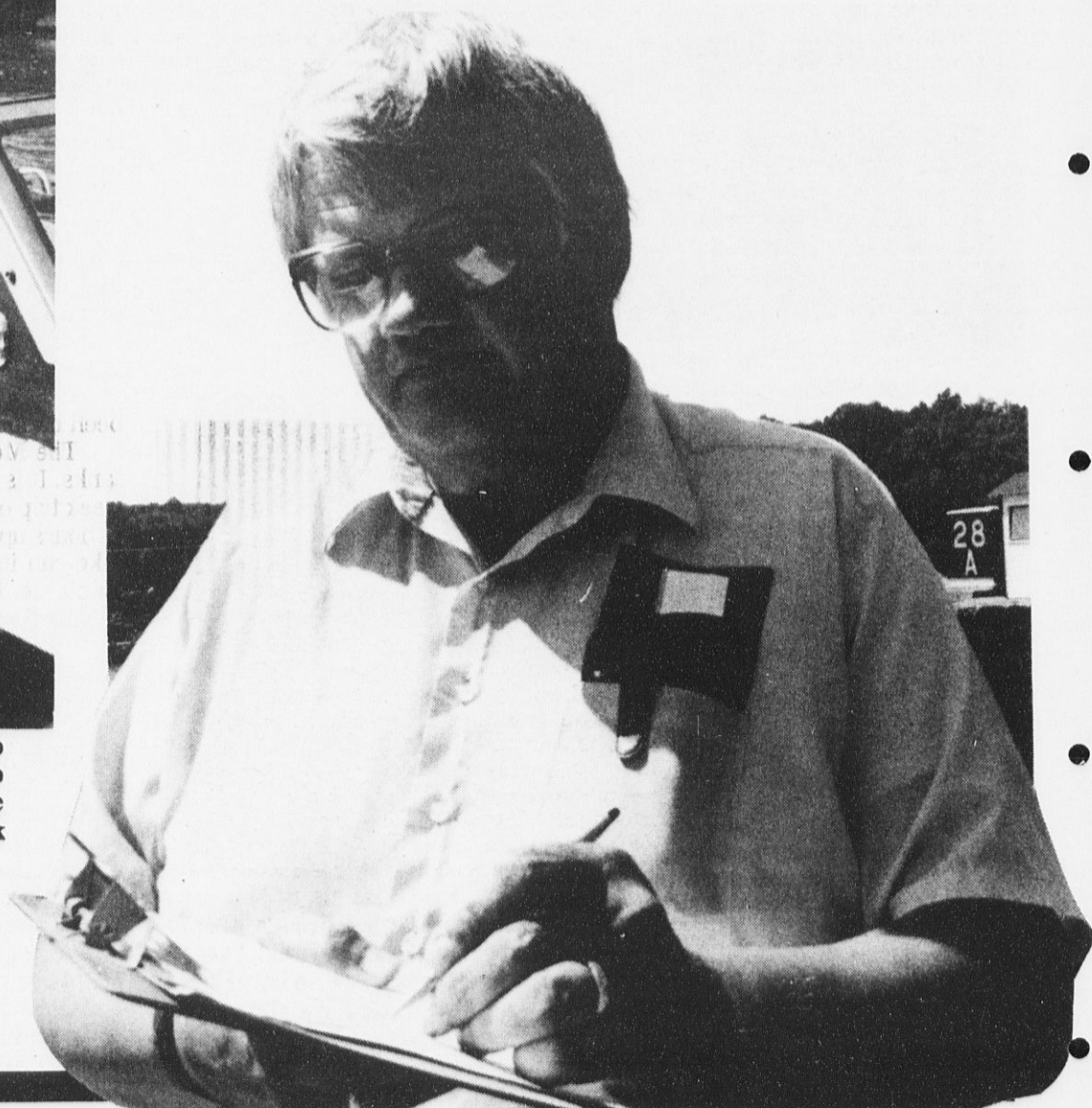
As this issue of The Public Sector went to press, CSEA President William L. McGowan was motoring the length of the 524-mile State Barge Canal, stopping at several key locations to conduct press conferences to bring the plight of the canal system to the public's attention. At the same time, McGowan met with state and local political officials at each stop, enlisting their support in the union's campaign to keep the canal system afloat by halting further reductions in the system's operating budget and staff.

The cross-state trip by McGowan coincided with an announcement by CSEA that the powerful union has endorsed the \$1.25 billion "Rebuild New York Bond Issue" to appear as Proposition 1 on November election ballots. Part of the reason CSEA is endorsing the Bond Issue, McGowan said, is because some of the money is earmarked to maintain the aging barge canal system. But the union president was quick to point out that "whether the bond issue passes or not, CSEA will keep fighting for the money needed to maintain the canals."

Even as McGowan was driving across the state to personally deliver his strong message to the news media, dozens of barge canal employees were uncertain of their future with the system. The state has proposed laying off about 70 fulltime maintenance employees as the canal season comes to an end and rehiring them back as seasonal employees next year. That would gravely reduce winter maintenance on the crumbling system, and the union says, probably make the entire system inoperable within a decade as deterioration overtakes maintenance. The union's campaign centers on retaining the fulltime status of the maintenance workers while maintaining or enlarging the system's operating budget.

McGowan opened his statewide canal trip with a press conference in Waterford, near Albany, on Tuesday of this week. On Wednesday he conducted press conferences along the canal in Utica and Syracuse, and on Thursday stopped to meet the press at Lock 32 near Rochester. As The Public Sector moved to press today, McGowan was conducting a press conference at Lock 34 near Lockport.

"We must keep up the maintenance of the canal system, which provides transportation, flood control, hydroelectric power and water for irrigation. Thousands of New Yorkers agree and have signed petitions to keep canal structure operators on the job year-round to maintain the canal."



A day in the life of a canal structure operator

Editor's Note: This is an up-close look at what Dave Pavlak, a canal structure operator, goes through in part of one shift of roving on the Champlain branch of the state barge canal system. Facing an unsure future, as are 70 other operators, Pavlak puts up with frustration, unsafe working conditions, managerial abuse and a misunderstanding public which often takes its anger out on the rover who is only trying to do his job.

By Daniel X. Campbell
CSEA Communications Associate

WATERFORD — "You can't plan your future, you can't make any plans cause you don't know if you have a job or not tomorrow," Dave Pavlak, canal structure operator, said, shrugging his shoulders while getting into a rusty, red, beat-up state car to start his roving assignment.

It's 4 p.m. on a Saturday in September. For the next eight hours, Pavlak is to "rove" — cover the operations of canal locks 1 through 4 on the Champlain branch of the state barge canal system. The 24-year-old worker is mad and bitter. Mad at the "callous" attitude of waterways management and the slow movement of public support to save the barge canal, and bitter about his own individual inability to resolve the problem.

"Hey, when I became a state employee I thought I had it made," he said. "I figured I had at least one thing — job security. But I don't have any security whatsoever, none," said Pavlak, speaking in a rapid-fire style as the old state car zigged and zagged, bounced and banged over the back roads from lock 1, Waterford, to lock 3, Mechanicville.

"Don't have any time for any maintenance," Pavlak said. On the 4 a.m. to midnight shift the rover is too busy driving, lifting and lowering vessels to have any time for repairs, he said. And on the midnight to 8 a.m. shift management's requirement that the rover travel the assigned area turning on lockhouse lights to make people think the locks are fully staffed and operational is, he added, a complete waste of time.

"I should be permanent," he says, swerving the rattling car around a rough corner. "But not even DOT personnel can tell me exactly where I am title-wise."

He recalls a litany of recent personnel shifts on the canal system. "Gee, they do take care of their own," he says. "If you're in with the clique you're safe, pulling down overtime, getting first crack at new, safe positions before they're even posted. If you're out, you're out."

The car jars to a halt in front of a locked gate in Mechanicville. Pavlak quickly pops the first lock and notes that a second inner gate surrounds lock 3. "It looks like a stalag," he says, pulling up to the second barrier. The white buildings stand out under the storm-brewing sky like a small, well-guarded prison for one.

Pavlak quickly goes about his business as lightning streaks across the horizon. "We're in for a storm," he says, shouting to the lone figure standing on the Canadian yacht, named "Grand Detour," a homemade-looking vessel which proudly shows its age. "How far are you going?" he questions. The

Canadian skipper looks quizzical and pieces together the reply with some difficulty, the language barrier broken after a series of back and forth shouts. "Four to five . . . maybe," the skipper answers.

The storm breaks. Pavlak stands motionless watching the vessel diesel its way into the safety of the lock. Drenched, he returns to the lockhouse and starts up the hydraulic pumps which lift the "Grand Detour" to the next level.

"This one's all electric," he explains, watching the 200-foot-long lock flood with 2 million gallons of water. "But it's touchy," he says, pointing out that a faulty indicator had recently put the whole lock out for 18 hours and backed up traffic quite a bit.

Once the aged yacht was clear of the giant lock doors and all of the power and equipment was turned off and secured, Pavlak hopped into the ill-smelling state car for a fast ride to lock 4, Stillwater. Six miles by road, 1.8 miles by river.

At Mechanicville, he had telephoned up and down the system to find out where traffic was waiting. "I've got a commercial, 'Mobil Champlain' about due at lock 1, but the Canadian will never make it to lock 5 if I make him wait till I go back to 1," he says. "Plus lock 5 let a cruiser and a sail go through about two hours ago, so they're probably at 4 now waiting for me."

The Stillwater lock is tucked away in a park-like setting. A shiny new steel barricade which will supposedly stop any vandals from entering the wide open area this fall and winter lays unused next to the rutted entrance road. "That's a joke," Pavlak says, calling on his personal experience as a parttime deputy sheriff in a nearby county. "That barricade is just calling attention to the problem, challenging someone to do something." He indicated that some outsiders had already caused trouble at the Stillwater site.

Lock 4 is showing its age; the smooth lock walls are pitted deep and plants are even rooted in cracks and fissures. He takes care of the Grand Detour first, lifting it carefully while watching for the missing sail boat which should be waiting to be lowered along with the cruiser.

The Canadian skipper has decided not to go up to lock 5 tonight. Pavlak tries to overcome the language barrier and explain to the skipper to make sure that he anchors out of the channel, out of harm's way, since commercial traffic will be heavy on the barge tonight.

"Can we make 'the flight' tonight?" the captain of the cabin cruiser "Panache" asks. "The flight" is a nickname for locks 4, 5 and 6 on the Erie Canal out of Waterford which lift or lower boats 175 feet in less than a 1.5 mile run. Pavlak shrugs his slight frame. "I have to go to 1 and let a barge in, then bounce back with it all the way to here. So I can catch you at 3 but you'll have to wait for me to double back." The cruiser captain reluctantly agrees. Pavlak calls lock 5 to tell them the Canadian will not be going up and to find out what happened to the sailboat which should be waiting. "Tired of waiting, I guess," Pavlak explains.

He carries a small hand held walkie-talkie unit, but it's useless, he says. "Sometimes we can talk lock to lock. But we can't communicate with the boats and when I'm on the road, who knows what can happen?"

On the road again, Pavlak is doubling back to lock 1. "Double back" is a new twist to the rules," he explains. "When the new layoffs hit, we lost five more operators and I got shifted down here. But management doesn't want to tell the public just how understaffed we really are. So now we're supposed to hop, skip and jump around so that no one boat waits too long. But it's not working. You can't fool the public all the time."

Waiting for a traffic light near a fast food outlet prompts this comment: "They don't want us to use state cars to get our meals or take a coffee break. If we want a meal, we're supposed to return the state car to lock 1 and use our own car to drive back. Now that doesn't make any sense." He adjusts his cap and takes off as the light turns green.

The storm that hit Mechanicville is now surrounding Waterford, where the huge Mobil Champlain is tied waiting.

Captain Michael Brown is laconic about the hour-and-10-minute delay. "It's been happening an awful lot lately with the roving," he says.

The Mobil Champlain carries up to 1.1 million gallons of gasoline in its tanks. It is loaded with a canal shipment, 800,000 gallons of fuel. "It's a twice a week trip every week of the barge season," Captain Brown explains. "It takes 19 hours up to Lake Champlain and 17 back through the canal, not counting the lake run itself," he says, recording the demurrage — layover loss — in the ship's log. He is reluctant to offer a figure for the cost of the delay. A deck hand recalls that 10 years ago the cost was \$500 per hour.

"We're not really that worried about the delays. Damage is the real worry, especially potential spills," Brown notes. "Politicians don't like to think about that possibility," he says quietly.

The captain isn't worried about a spill occurring now, as the barge season draws to a close. It's the coming spring after a winter of little or no maintenance that has the captain concerned. "The water is high then, currents are fast and tricky. I wouldn't want to be leaving 4 going south to 3 without knowing that the gates at 3 are open and the rover is there. If not, an accident could happen. The barge could run aground, hit the lock wall, a spill could happen."

As he carefully edges the Mobil Champlain into lock 1, Brown notes that he can't communicate with the rovers by radio. "I never know where he is and he's never sure where we are or what condition any of the boats that use this canal are in. That's unsafe."

Dave Pavlak hops back into the state car and heads out into the windy, rainy night alone, doing his job for however long it is his job.



ON THE JOB — BUT FOR HOW LONG? — Dave Pavlak slips behind the wheel of a state car to begin another shift of roving between locks 3 and 4 on the Champlain branch of the state barge canal system. His future as a barge canal structure operator remains uncertain, as some 70 operators are slated to be laid off this fall and winter.

Conditions 'deplorable' at Dutchess Co. Courthouse

Lawmakers urged to allocate renovation funds

POUGHKEEPSIE — After years of poor working conditions at the Dutchess County Courthouse, employees there say the time has come to make money available for renovations.

According to Bernard Cohen, shop steward and vice president of Court Employees Local 332, lawmakers, who are now planning for their 1984 budget, should allocate funds for the project.

Cohen called conditions in the courthouse "deplorable," and noted that quarters are overcrowded, ventilation is inadequate, lighting is poor and the ceiling is peeling.

In order to make lawmakers aware of the conditions the court employees have been working under, County Court Judge Judith Hillery recently invited county Legislative Chairman Joseph Poillucci to inspect the facility.

Following his inspection, Poillucci recommended that the county and state undertake the expense of renovations in the old building.

But according to State Supreme Court Justice Joseph Juidice, there are no state, or federal, monies available for such a project, so the county would probably have to bear the cost itself. Juidice points out that while the state pays court employees' salaries, responsibility for the building itself rests with the county.

Juidice, who says the courthouse is "bulging at the seams," told officials the building either needs to be fully modernized, or should have additions put on. According to one public works official, it would take \$1 million in repairs and renovations to ensure satisfactory working conditions.

Poillucci, meanwhile, points out that Dutchess County isn't alone — Rockland County has a similar problem with its courthouse.

And Unit Vice President Frank DenDanto Jr. noted that other problems with courthouses exist in Putnam County and in Middletown. In Middletown City Court, a proposed renovation plan was rejected by CSEA Local 332 because it "left much to be desired."



RETROACTIVE PAY — Joe Seavey, Local 845 second vice president and head shop steward for social services employees, reviews the paperwork that resulted in more than \$2,400 in retroactive pay for three St. Lawrence County employees, including Sherol Bice, left, and Carole Lauber.

Alert stewardship pays off in St. Lawrence County

CANTON — Carole Lauber, Sherol Bice and Bruce Kent, three St. Lawrence County Social Services employees, have high praise for the efforts of CSEA shop stewards Joe Seavey and Steve Cameron.

The three, members of St. Lawrence County Local 845, recently received retroactive paychecks totaling \$2,434.85 — without going through the usual grievance procedure.

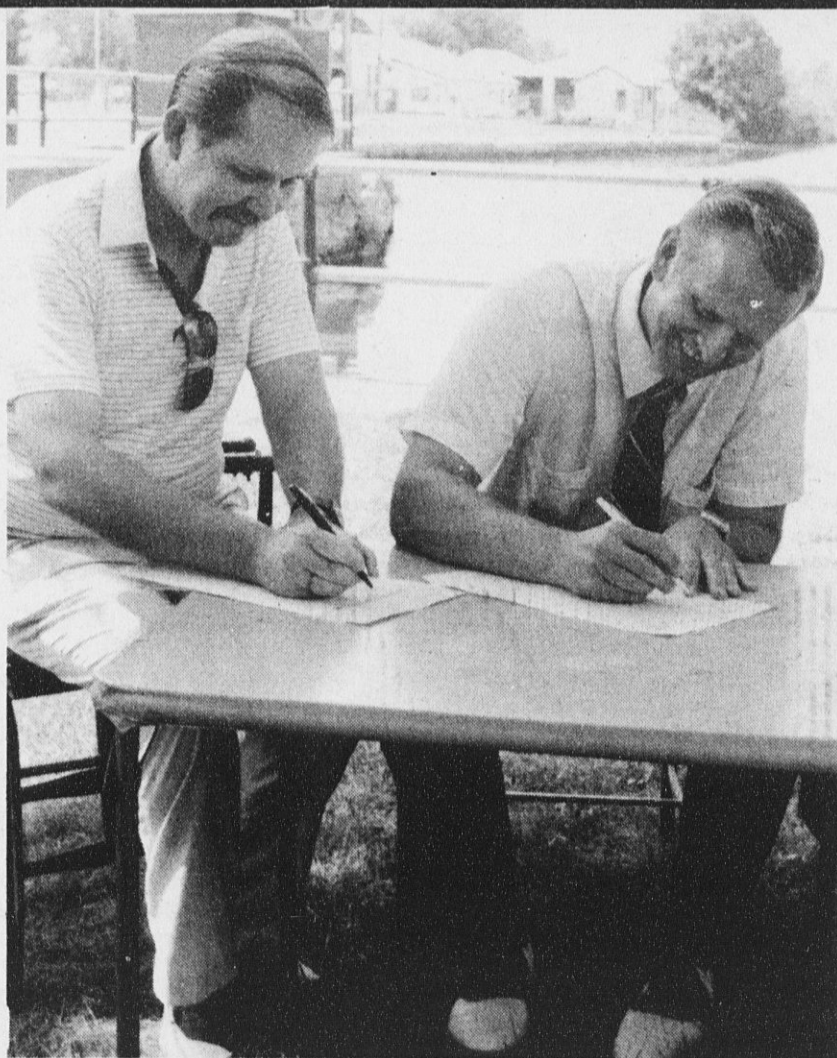
According to Seavey, who also serves Local 845 as second vice president, the three employees received money retroactive from January 1981 through Aug. 5, 1983 after an investigation of pay records revealed that errors had been made in promotions, demotions and grade steps as outlined by a new promotional formula in the 1981-82 contract.

Seavey was able to prove to county officials at a labor-management meeting that Lauber had been improperly demoted from a grade 20, step C to grade 18, step C in April. Seavey contended that Lauber should have been on grade 18, step D. The union spokesman also proved that Bice had been improperly promoted with regard to increment step, and an error had been made in calculating Kent's retroactive pay after contract ratification. Seavey also pointed out the new promotional formula had not been used with Lauber and Bice.

In discussing facts surrounding each case, Seavey was quick to give credit to fellow steward Steve Cameron. "Steve assisted in the initial review of the problem and, after investigating each case thoroughly, it was discovered that errors had been made in the promotions and steps according to the new promotional formula. We simply checked and rechecked our facts and submitted them to county officials. They agreed errors had been made and rectified those mistakes," Seavey said.

"As far as Steve and I are concerned, we have the satisfaction of knowing the union did its job and helped to correct three wrongs," Seavey added. "That's what CSEA is all about."

Barge Canal campaign



MAYORS SIGN — At a recent press conference held at Barge Canal Lock 4, Seneca Falls Mayor Robert Freeland, left, and Waterloo Mayor Lee Patchen add their signatures to the growing list of public officials supporting the CSEA campaign to "Save The Canal" from further budget and personnel cutbacks. The two mayors voiced their deep concern for the future of the historic waterway and cited the importance of the canal in regard to tourism and recreational boating in the Finger Lakes Region.

AFSCME Women's Conference deadline

ALBANY — CSEA women should act now if they plan to join their union sisters from the northeast at the AFSCME Regional Women's Conference Nov. 18-20 in Washington, D.C. Deadline for registration for the conference is Oct. 17.

Cost for participants would be limited to transportation expenses and the Hyatt Regency rates of \$70 for a single room or \$80 double. There is no conference registration fee, and meals will be provided during the three-day meeting.

Submit registrations to: AFSCME Meeting and Travel Office, 1625 L Street, NW, Washington, D.C. 20036. Or contact statewide Secretary Irene Carr at CSEA headquarters in Albany for additional information.

Opening in CSEA's Retirees Department

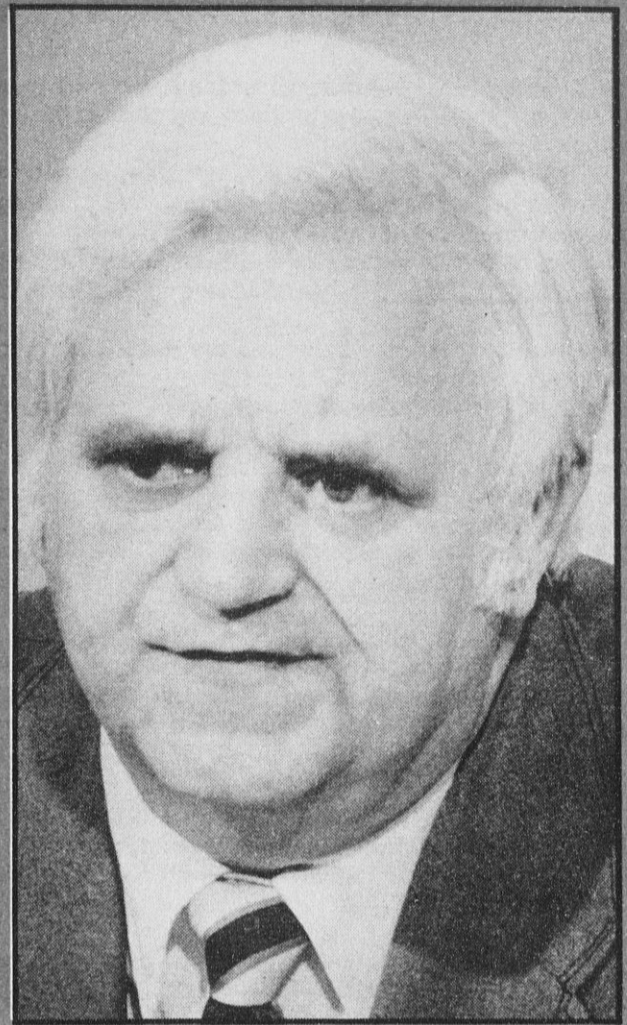
ALBANY — CSEA is seeking an Administrative Assistant for its Retirees Department, to assist the Retirees Coordinator in providing services to the union's retiree members.

The position requires good office and administrative skills.

Submit resumes no later than Oct. 1 to CSEA Personnel, P.O. Box 125, Albany, NY 12224.

PRESIDENT'S MESSAGE

William L. McGowan
CSEA President



Sweetheart OCA deal proves unfairness of Tier III in withholding contributions

The removal of the Social Security offset from the Tier III pension system was a big victory for public employees. Although many political pundits said we would never do it, we did. It assures that Tier III retirees will get all the pension benefits due them at the time in life when you need every dime.

Even so, one trade off we had to accept to accomplish that is totally unfair. That is the provision giving the state the right to hold a worker's 3 percent contribution if the worker leaves public service before being vested. Under the new law the state holds that money, paying only 5 percent interest, until the worker reaches age 62 or dies.

Now the Office of Court Administration has shown how unfair this provision is by giving a sweetheart deal to its top officials allowing them to dodge this portion of the law.

The officials, who earn between \$43,000-a-year and \$69,000-a-year, were allowed to resign to get their Tier III contributions out and then they were rehired.

Newspaper reports quote Chief Administrative Judge Robert Sise as saying he approved the deal because the legislature had unfairly "changed the rules of the game for everybody."

That's exactly what I've been saying, but I

haven't seen any state commissioners or county executives or school district administrators offering our Tier III members the chance to resign to get their contribution out of the system and then immediately get their jobs back.

Some will argue that if these people remain in the public service long enough to be vested they will have to buy back the retirement credits anyway. That is true, but in the meantime they will have their money in investments yielding much more than 5 percent. And since they went to the trouble to concoct this dodge I would guess that they do not expect to stay in government long enough to be vested and retire.

I hope that the judges who rule on the legality of this portion of the law will agree with Judge Sise that it is unfair. That way all Tier III workers will get the same treatment as those high-level officials who were able to make a special deal.

CSEA will keep working in the courts and in the legislature to improve Tier III. Not only to change those portions we believe to be unfair, but also to protect our gains. We should never forget that our opponents on this issue are still fighting to take back what we have gained.

William L. McGowan

Electrifying experience has happy ending

Van Tassel survives close call thanks to quick reaction of his friend and co-worker

By Bill Butler
Public Sector Correspondent

OLD WESTBURY — Charles Van Tassel is back on the job these days at the State University College at Old Westbury — thanks to the quick action of a long-time co-worker and friend, Gus Antonson.

Gus apparently saved Van Tassel's life when Van Tassel grabbed an electric outlet box and was zapped by a powerful electric current.

Because of the electric current, Van Tassel was unable to let go of the hot box, and Gus quickly knocked it out of his friend's hand with a two-by-four piece of lumber.

"I wouldn't want to work with anyone else," Van Tassel said, beaming at his friend.

The two men have worked together on the state job for 18 years, formerly at Central Islip Psychiatric Center and later at the Old Westbury College. Van Tassel, 50, holds the title of general mechanic-carpenter. Antonson, 59, holds the title of maintenance carpenter.

In addition, the two men said they have been



THANKS FOR LIFE is expressed in handshake by Charles Van Tassel, right, with Gus Antonson, left, who rescued Van Tassel when he was frozen to a hot electric box at State University College at Old Westbury. CSEA Local 618 President Ted Matthews is in center.

working together for 20 years on outside "moonlight" carpentry jobs to supplement their incomes.

They had been demolishing a stud wall in the "B Tower" academic building when Van Tassel tried to remove the electrical outlet box. "I heard him make a noise, and I hit the wire with a two-by-four," Antonson said.

Van Tassel suffered shock and reduced heartbeat, and was put under intensive care for two days in the Nassau County Medical Center. He was back at work in two weeks.

Local 618 President Ted Matthews saluted Antonson for his rescue efforts. "If it weren't for Gus, we'd have had a job opening here," Matthews said of the serious incident.

'I wouldn't want to work with anyone else.'



HELEN ZOCCO of Region III, a member of the Special Women's Committee, was among those who attended the recent Women's Conference.

CSEA STATEWIDE OFFICERS Irene Carr, secretary, and Barbara Fauser, treasurer, are pictured during a break in conference activities.

Stories by Melinda Carr
CSEA Assistant Director of Communications

WOMEN'S CONFERENCE



Developing career and test-taking skills

CATSKILL — Getting ahead, escaping from dead-end jobs, climbing the career ladder, or simply finding a job that gives more personal satisfaction were the goals aspired to by the scores of CSEA members attending recent Women's Conference workshops here.

In "Career and Skills Development" and "Sharpening Your Test-Taking Skills," Louise Mallette of the Skidmore College Office of Career Planning, and Women's Programs Specialist Marcia Calicchia of Cornell University provided inspiration, practical get-ahead advice and guidance in soul-searching for the working women in the audience.

According to Mallette, career and skills development is a matter of risk-taking. "Many people don't go for that promotion, don't take that test, don't send out their resume, don't seek out opportunities because they're afraid of failure," she said. "They're afraid that something bad will happen."

Mallette said workers must think about and confront their fears so they will be in control of situations. "Too often, fear makes our career decisions and life decisions for us," she said.

To illustrate her point, the career counselor conducted two exercises. The "dark cloud" exercise forced participants to identify their fears by writing down "the worst possible thing that could happen to you in terms of your career." That was followed by identification of "silver linings," or positive benefits that might result.

"For example, the worst thing that could happen might be that you lose your job, which you've been griping about as a dead end anyway. The silver lining might be that it forces you out of your rut and makes you take some career moves. That kind of thinking makes the 'dark clouds' seem not quite so dark."

Mallette also urged the workshop participants to analyze their "work values" — identify what they want from their jobs and decide what price they're willing to pay.

"Career advancement rarely comes without a cost, and you have to decide what sacrifices you're willing to make," she emphasized. "How much time are you willing to devote to your job? How much time, effort and money are you willing to devote to acquiring new skills? Are you willing, for example, to work all day and go to school in the evening? Are you willing to commute? To travel?"

"And you have to ask yourself what job values are important to

you — how important is job prestige, income, job security, creativity, challenge, excitement, competition, or perhaps making a contribution to society?"

She identified dozens of job values that should be considered by and individual trying to set career goals.

"But once you set your career goals, you have to do something to accomplish those goals," Mallette insisted. "Many factors prevent us from doing things — fear of failure, other responsibilities, insecurity, lack of time or poor time management."

Getting ahead was also on the minds of those listening to Marcia Calicchia discussing test-taking skills. It was evident that none of the workshop participants — whether they worked for the state or a political subdivision — had a kind word to say about Civil Service exams. The kindest thing the group members had to say about the tests was they were irrelevant and didn't really measure an individual's ability to perform that particular job.

But faced with the necessity of passing a Civil Service promotional exam in order to get ahead, participants learned a number of techniques for improving their exam performance.

Highly recommended was the five-part videotape presentation on "How to Take a Civil Service Exam," available now through CSEA regional offices, as well as many locals throughout the state. The instructional series was written by Cornell University, and produced by the joint CSEA/State Committee on the Work Environment and Productivity (CWEP).

Motivation and determination ran high as the workshops adjourned. As one conference attendee said: "I heard the other women say exactly the things I've said over the years. I can't get a better job because of the boss, or because of the exam, or because of my family, or because I didn't finish college, or because of the economy. We blame the problem on anyone or anything except ourselves, because it's easy that way."

"Well, maybe now I have the determination to take some of the responsibility on myself, and to do what it takes to overcome the obstacles, to prove I can succeed despite the boss or the exam or a husband who wants to be waited on."

Participants explore everything from safety to job advancement

CATSKILL — More than 100 CSEA women representing their locals and units from around the state gathered at the Friar Tuck Inn here Sept. 9-11 to attend the third annual statewide Women's Conference. Conference participants packed meeting rooms to hear presentations ranging from workplace safety to women's legal rights, to learn how to improve Civil Service exam performance and to explore career advancement

ideas. The weekend workshop was sponsored by the CSEA Women's Committee, chaired by Pat Taylor of Region III. Committee members are Connie Wunderlich, Harriet Hart, Helen Zocco, Marilynne Whittam, Kathy Roma and Ruby Everette. On these two pages is a look at some of the topics presented at the conference, as well as the people present.

A look at women's legal rights

Three members of the state Attorney General's staff outlined "Women's Rights in New York State" and proposed legislation affecting women's issues during a Sunday morning session of the CSEA Women's Conference.

Rosemarie Rhodes, attorney in charge of the Civil Rights Bureau, discussed recent developments relating to sexual harassment and discrimination.

To illustrate her point that New York courts have been very liberal in interpreting laws in these areas, she cited a case involving the New York City Transit Authority. Because promotional examinations had not been given for a time, provisional appointments were given to employees with at least 18 years seniority, which disqualified all female employees.

"The courts found this to be an instance of sex-based discrimination," Rhodes said, "and ordered the examination as a basis for making appointments. As it turned out, it was a woman who ended up ranking number one on the exam, and six other women passed and qualified for the positions."

Although she outlined several cases in which "we have made tremendous strides, these advances are not secure and not sufficient. Much still needs to be done, and the Civil Rights Bureau of the Attorney General's Office is interested in hearing about problems."

Carlin Meyer, attorney in charge of the Labor Bureau, outlined a number of recent legal advances affecting public employees in the state, including the public sector OSHA law and toxic substance Right-to-Know

Noting that it has taken the state Department of Labor some time to gear up to enforce the public sector OSHA law, she observed, "But now they're doing inspections and issuing orders. If the conditions are not remedied the case goes to our office for follow-up."

She cited the potential health hazards connected with VDTs (video display terminals) as one workplace health concern the Attorney General's office is getting into, and outlined attempts to get VDT-related legislation enacted last session.

Discussing other legislative goals of interest to workers, and women workers in particular, Rachel Krester, assistant attorney general for legislation, described the growing concern for the broad area of pre-employment screening.

"Especially with the high unemployment situation now, employers can pick and choose," she explained, "and a growing number are using such questionable screening practices as extensive medical histories, handwriting analysis, urine testing and lie detectors."

She characterized lie detectors as "outrageous, arbitrary and horrendous tools. They're highly inaccurate, in that they actually measure stress, not lying." She added that New York lags behind its sister states in the northeast in enacting legislation controlling such use of lie detectors.

The attorney also commented that the sexual makeup of a legislature does have an impact on the lawmaking body's treatment of women's issues, and that in this regard, too, New York trails. Only 10 percent of New York's state lawmakers are women, compared to 13 percent of state legislative seats nationally.



RUBY EVERETTE AND CINDY CHOVANEC share an animated conversation. Everette, left, of Region VI, is a member of the Special Women's Committee. Chovanec is a research analyst for CSEA.

VDTs:

A question of safety

CATSKILL — Women should not passively accept changes in their working life caused by the introduction of technology, but should, according to CSEA Secretary Irene Carr, "recognize what is happening and, through your union, plan strategy to take an active part in the change."

Speaking on the health and safety concerns involving video display terminals (VDTs), Carr outlined the union's growing involvement with the VDT issue. CSEA spokespersons testified this year in favor of legislation on VDT standards in the workplace, and the union will continue to support the proposed regulations.

"Little is known about the long-term effects of working on these machines," Carr said, "so we must push for safety features and preventive maintenance. We must provide input in the proper design of the work station, and we must work for the break times or alternative work recommendations that have come out of studies into VDT-related health problems."

Legislation isn't the only avenue open. The issue can also be dealt with through labor/management meetings and at the bargaining table.

"Contract language has been developed to deal with employee rights in the introduction of new technology," Carr pointed out.

"And finally, education is an important key. The OSHA specialists in each regional office are knowledgeable on this subject and can obtain literature for you and be very helpful in educating your membership."



THIS TRIO of conference participants includes, from left to right, Madeline Gallagher of the Mid-Hudson State Employees Local 009, Carol Peets, also of Local 009, and Joan A. Skiske of SUNY Albany Local 691.



EXCHANGING NOTES are, from left to right, Marilynne Whittam of Health Department Local 664, Pat Taylor, chairwoman of the Special Women's Committee, and Pat Plunkett of Audit and Control Local 651.

McDermott recipient of annual Region IV president citation

UTICA — The Region IV annual meeting here recently was a time for several hundred CSEA activists to reflect on the past, to prepare for the future, and to take time out and honor one of their own who was recently elected CSEA's statewide executive vice president.

Al Mead, who assumed the region's presidency in February, gave the assembly an update on his activities and then announced CSEA Executive Vice President Joseph E. McDermott was the winner of this year's President's Award.

McDermott, who led the Capital Region for ten years, was cited "in recognition of your commitment to seek, achieve and maintain the ideals embodied by CSEA, Inc. and in sincere appreciation for your dedication and leadership on behalf of our membership."

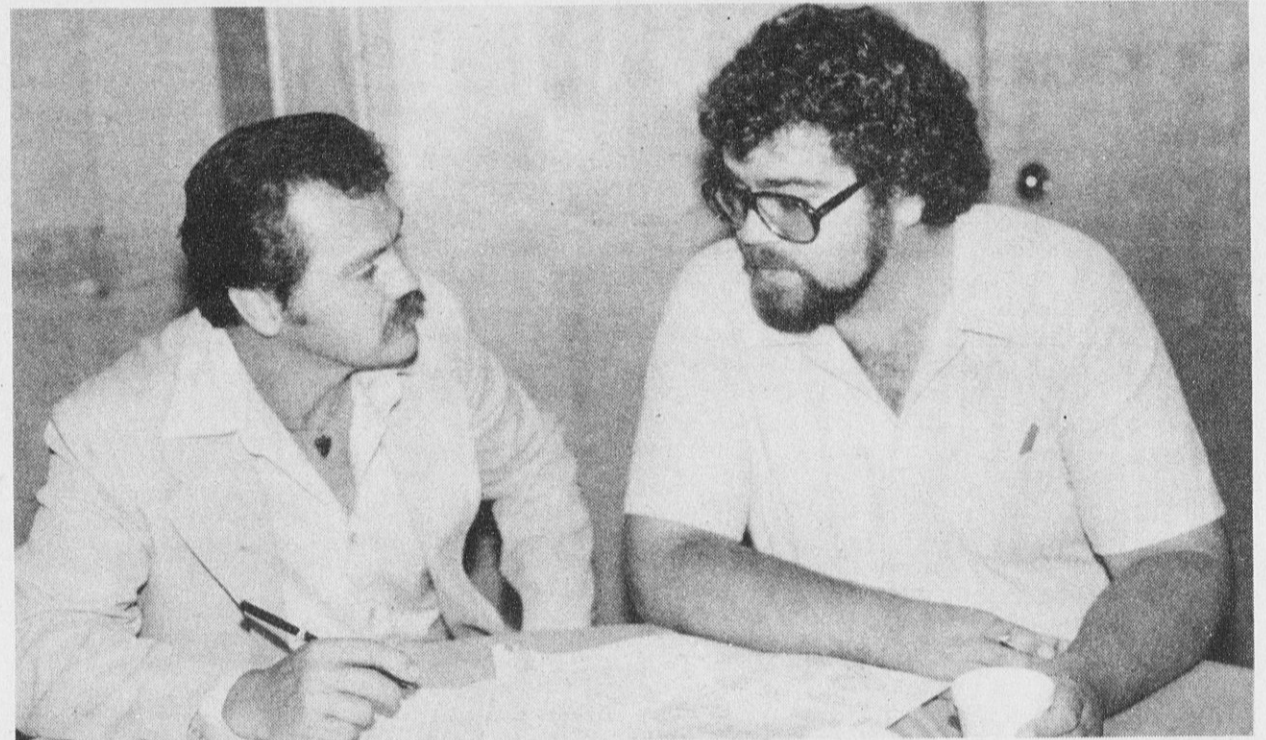
Regional Director John D. Corcoran Jr. made a state of the region report, and then added to McDermott's laurels by giving him a plaque of appreciation on behalf of the Region IV staff.

State President William L. McGowan also appeared at the annual meeting and discussed a variety of topics. He pledged that next year's Labor Day parade in Albany would be "bigger and better, a real family affair," and spoke about the need for more partnership between public and private sector unions, saying "If they want our support, they are going to have to give us their support."

He also complained that "nowadays, working class people are blamed for everything" and promised "we will continue to do our best to protect our members."



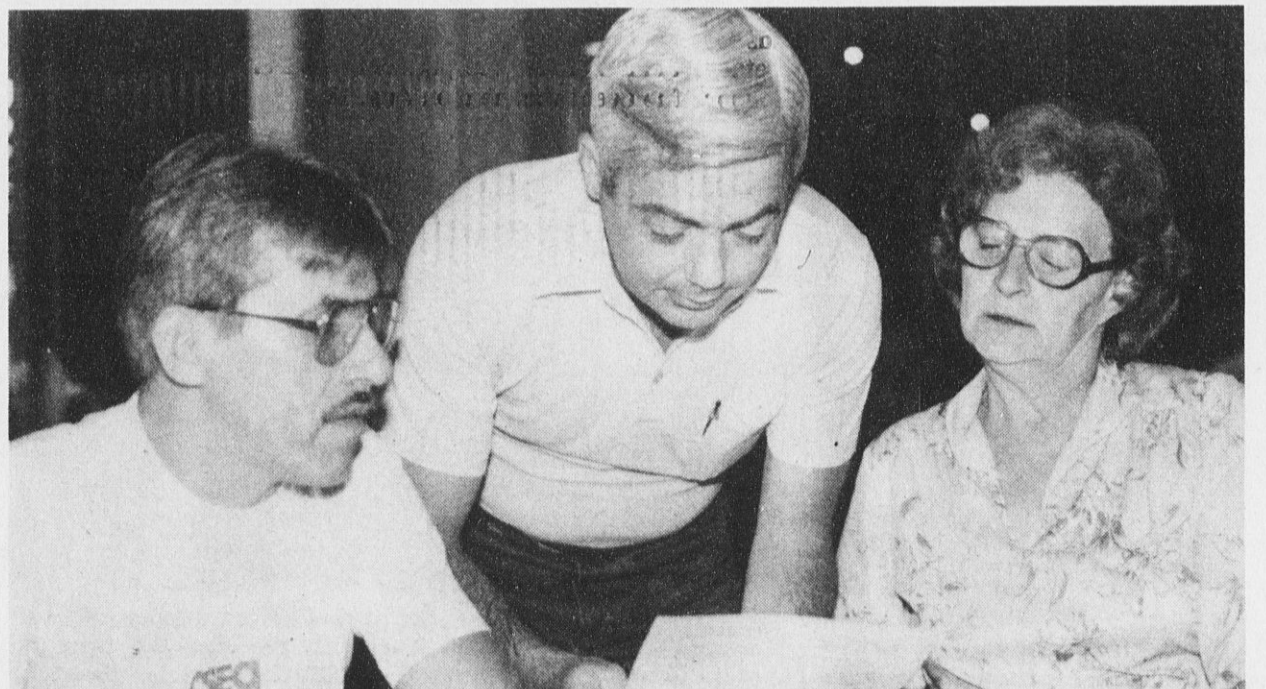
REGION IV PRESIDENT Al Mead, left, presents the annual President's Award to his predecessor, Joseph E. McDermott, who now serves as CSEA's statewide executive vice president.



RICH POTTER, left, of Great Meadows Correctional Facility Local 157, chats with CSEA Field Representative Ross Hanna, who was recently transferred to Region IV from another area of the state.



REGIONAL DIRECTOR John D. Corcoran Jr. delivered a state of the region report to delegates attending the Region IV annual meeting.



BRIAN RUFF, center, Region IV Committee on Work Environment and Productivity (CWEP) facilitator, talks with Ken Charbonneau and Mary McGivern of Employees' Retirement System Local 652.

North Colonie School workers win new contract

COLONIE — A new one-year contract for non-teaching employees of the North Colonie School District was approved unanimously Sept. 13 by the school board.

The pact provides a 5 percent across-the-board pay hike for 170 school workers represented by CSEA. The district will continue to pay 100 percent of the employees' individual health and dental insurance plans and 75 percent of the costs on family plans. Some employees also will be receiving service increments worth an additional 3 to 4 percent.

Approval of the contract by the school's board of education comes on the heels of a tentative agreement reached with the union Aug. 23. CSEA approved the pact Sept. 6 by a vote of 70-41.

Along with the salary increase, increment payments and the continuation of the current insurance programs, the North Colonie CSEA school workers also obtained the following:

- 10-month workers will be entitled to 5 paid holidays. This will also apply to cafeteria workers.
- Bus drivers attending safety meetings which go over their normal 3 hour work block will be paid for that time.
- Secretaries and clerks will have \$75 added to their salary schedules.
- A productivity bonus of \$100 will be granted for

custodial workers and night custodial leaders.

- Routine maintenance checks of school buses will be performed by district mechanics rather than by bus drivers.
- Mini bus and station wagon drivers will be allowed to bid on their runs.
- While the district retains the right to schedule its buses to specific routes, up to five drivers will be allowed to select new runs after the school district year starts if their run is substantially changed.
- Pay periods will begin on Monday instead of Saturday to allow weekend overtime to be paid sooner.
- The district and the union will establish a joint health and safety committee.

The old contract between CSEA and the North Colonie School District expired June 30. Negotiations between the parties are usually tough and the CSEA bargaining team spent most of the summer at the table seeking to resolve a laundry list of issues. CSEA called on PERB for mediation aid in late June.

"We did a lot of housekeeping — nickel-and-dimed them to distraction and extended the old contract for another year," said Pat Monachino, CSEA collective bargaining specialist.

But, he said, "there was no rancor, no bitterness

in the bargaining. Just hard bargaining on both sides."

Monachino called the \$75 increase in salary schedules for clerical workers and the \$100 productivity bonus for custodians "nickel and dime items when considered against the overall cost of the contract package." But resolution of such small issues helped lead to a quick resolution of major items, he said.

"Over a period, a couple of small contract demands which involve a few workers in one job title often get pushed to the side and forgotten as there is a push to settle major demands. This time we kept the small issues on the table until the district recognized it was time to do housekeeping the union members were demanding."

The bargaining team, Monachino said, "deserves a lot of membership appreciation since they kept the pressure on and the issues clear."

Non-teaching CSEA members covered by the new contract include custodians, bus drivers, cafeteria and office workers, and nurses.

During bargaining sessions, news media were speculating about a strike by the workers which never, in fact, came to fruition.

"They were looking for a potential strike situation which wasn't the case. There was plenty of smoke but no fire," Monachino said.

Region III installations



FISHKILL — Region III President Raymond J. O'Connor (right) conducts installation ceremonies for newly elected officers of Mid Hudson Local 009 at the Ship's Wheel Restaurant in Fishkill. From left are: Madeline Gallagher, secretary; John Yonke, vice president; Carole Peets, president; Juanita Cinclini, treasurer and O'Connor. The event was held on Aug. 18.



WINGDALE — Officers of the Westchester Developmental Center Local 432 were installed in a ceremony held on Aug. 19 at the Wooden Nickel in Wingdale. Region III President Raymond J. O'Connor conducted the swearing in of the newly elected officers. From left they are: Joe Eaton, a delegate and shop steward; Richard Colson, treasurer; Andrew Farley, a delegate and second vice president; Lee Rushford, first vice president; Josephine Swart, secretary and shop steward; Grace Force, delegate and shop steward; Gary Eldridge, president; and Ruby Davis, delegate.

Seminar on health, safety

ALBANY — The New York State/CSEA Safety and Health Maintenance Committee is sponsoring a seminar on safety and health issues affecting public sector employees on Nov. 2-4 at the Queensbury Hotel in Glens Falls.

In a joint statement announcing the session, CSEA Collective Bargaining Specialist John Naughter and Al DeMarco, assistant director of the Governor's Office of Employee Relations (GOER), called the event "a unique opportunity to assemble labor-management safety professionals, who comprise the state's safety network, for the purpose of exchanging information and exploring new strategies."

Topics to be addressed include the cost of accidents, getting management involved, and the employee's right to know. Special workshops planned include video display terminals, fire prevention and hazardous waste, and back safety.

CSEA President William L. McGowan will be present to give the union's perspective while GOER Director Thomas Hartnett will give management's point of view.

Funds allocated to state agencies for work clothes

ALBANY — Distribution of work clothing allowances, in accordance with Article 15 of the Operational Services Unit contract, has been accomplished under the guidance of the joint labor-management Committee on Working Conditions.

Funds were recently allocated to various state agencies which must make purchases in accordance with state purchasing procedures. This has caused some delays, but employees presently awaiting issue can be confident they will receive work-related clothing as soon as possible.

Agencies must give the committee a full accounting of expenditures by November.

A total of \$1.525 million in clothing allowances is available over three years.

The OSU contract also provides that the Working Conditions Committee will receive "\$40,000 during each year of the agreement to be used to defray costs and specific replacement expenses incurred by an employee who is required by the state to provide personal tool inventory for use in the performance of his or her job."

A system is now under study to guarantee the most efficient use of the funds for the widest possible benefit.

CSEA'S CONSTITUTION AND BY-LAWS

The Constitution and By-Laws of The Civil Service Employees Association are at the very heart of the union. They govern the operation of the union and therefore impact directly upon the membership. CSEA delegates will be considering a number of important changes to the Constitution and By-Laws during the

73rd annual Delegate Meeting scheduled for October 23-28 in Kiamesha Lake. Because the proposed changes are so extensive, they are being presented in two segments of The Public Sector. The first segment was published in the previous issue. The remaining segment follows.

The Constitution and By-Laws Committee has met four times since the Annual Delegates Meeting in October, 1982. The meeting dates were November 19, 1982; November 29, 1982; June 23, 1983; and August 4, 1983. The Constitution and By-Laws Committee has as its function the recommendations to the delegates of amendments to the CSEA Constitution and By-Laws. The Committee reviews suggestions made from individuals and Locals and accepts referrals from the delegates and Board of Directors. Additionally, the Committee can initiate proposals which it determines to be

in the best interests of the Association. All recommendations made by this Committee are made to the delegates together with the reasons for the recommendations.

REVISION OF THE CONSTITUTION AND BY-LAWS COMMITTEE

Carmen Bagnoli, Chairperson

Rita Wallace
Madeline Keohan
Jerry Barbour

Bruce Larsen
Charlotte Murray
Ronald Stanton

Key: Italic = New Material
Brackets = Removal of Old Material

ARTICLE VI STATE DIVISION

Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations and Teachers' Retirement System shall as a unit be deemed a State Department. **The members from the Department of Mental Hygiene shall elect the following numbers of Board members from each of the six Regions: Metropolitan Region, 3; Long Island Region, 3; Central Region, 3; Western Region, 2; Capital Region and Southern Region, 3.** [In addition to the foregoing,] [e]Each State Department with more than 3,000 members as of January 1 [in the year of an election] **of the election year** shall, for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. **In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from the departments on an at-large basis.** The State Executive Committee shall elect from its membership one member to be known as the Chairperson of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in that person's department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless that person shall have been a member in good standing of the [Association] **Department or Agency they seek to represent** [on or before] **since** June 1[st] of the year preceding the [year in which the] election [is held]. They shall hold office for a term of [two] **three (3)** years or until their successors shall have qualified. [Commencing with the term of office beginning July 1, 1983 and each term thereafter, the term of office shall be three years.] Vacancies in the office of the State Department representatives including termination of employment with the Department may be filled for the remainder of the term by members of the Association employed in such department at a special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under rules established by the Board, however, where the unexpired term of office is six (6) months or less, the President of the Association may fill such vacancy without an election with the approval of the Board of Directors.

No statewide officer shall be eligible [for nomination to or serve as an elected member of] **to be a candidate for any position on** the State Executive Committee. [except for the 1981 elections in which case a member may be a candidate for statewide office (Region President) and a candidate for member of the State Executive Committee; however, a member elected to both positions shall be ineligible to serve in both capacities.]

Section 2. LOCALS. A [L]Local may be formed by the members in the State Division in any department or locality upon the approval by the Board of Directors of the Constitution and By-Laws of such [L]Local. In the event that a [u]Unit of state government is transferred to the government of a political subdivision and provided that the employees of such government [u]Unit transferred would not be eligible for membership in another [L]Local, such [u]Unit may be affiliated with the [L]Local to which the employees of such government

[u]Unit belonged prior to becoming employees of the political subdivision. Each such [L]Local shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all [L]Local records for inspection by the Association. It shall be discretionary for each [L]Local to establish [u]Units within its [L]Locals where more effective representation of its members would be thereby accomplished. [A local may be placed in trusteeship by the President of the Association with the approval of the Board of Directors or the Board of Directors' Committee for failure to comply with a request for an inspection of the books and records of the local within ten days of such request.] A [L]Local may be placed in trusteeship for any reason deemed good and sufficient by the President of the Association provided a hearing is afforded before the Board of Directors and written charges are served within ten days of placing the [L]Local in trusteeship. The Board of Directors by a two-thirds vote may dissolve the [L]Local or suspend it for a period not to exceed ninety days after such charges have been served upon the [L]Local and it has been given an opportunity to be heard.

ARTICLE VII COUNTY DIVISION

Section 1. COUNTY EXECUTIVE COMMITTEE. The power and authority to transact business relating to employees of the political subdivisions of the state shall, except as otherwise provided herein, be vested in a County Executive Committee which shall consist of the officers of the Association and one representative from each County Division Local, and one County Educational Local representative from each CSEA Region elected by the County Educational Local members within each [r]Region. In addition to the foregoing, each County Division Local with more than 10,000 members as of January 1 in the year of an election shall, for the term of office beginning the following July, be entitled to one additional representative. The County Executive Committee may create one or more subcommittees to perform such duties as the County Executive Committee shall delegate. The representatives of a County Local shall be elected by such [L]Local for a [two] **three (3)** year term of office to be coincident with the term of office for members of the State Executive Committee. [Commencing with the term of office beginning July 1, 1983 and each term thereafter, the term of office shall be three years.] The County Executive Committee shall elect from its membership one member to be known as the Chairperson of the County Executive Committee. No statewide officer shall be eligible for [nomination to or serve as an elected member of] **to be a candidate for any position on** the County Executive Committee. [except for the 1981 elections in which case a member may be a candidate for statewide office (Region President) and a candidate for member of the County Executive Committee; however, a member elected to both positions shall be ineligible to serve in both capacities.]

Section 2. LOCALS

(a) A [L]Local may be formed by members in the County Division in any county, or in any [r]Region containing one or more counties, upon the approval by the Board of Directors of the Constitution and By-Laws of such [L]Local. One Local for non-teaching employees of school districts may be formed in each county provided fifty (50%) percent of the eligible school district [u]Units, but in no event less than 200 school district members, shall request formulation thereof. Each such [L]Local shall make available to the duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals, all [L]Local records for inspection by the Association. [A local may be placed in trusteeship by the President of the Association with the consent of the Board of Directors or the Board of Directors' Committee for failure to comply with a request for an inspection of the books and records of the local within ten days of such request.] A [L]Local may be placed in trusteeship for any reason deemed

good and sufficient by the President of the Association provided a hearing is afforded before the Board of Directors and written charges are served within ten days of placing the [L]Local in trusteeship. the Board of Directors by a two-thirds vote may dissolve the [L]Local or suspend it for a period not to exceed ninety days after such charges have been served upon the [L]Local and it has been given an opportunity to be heard.

(b) The members employed in each political subdivision in a [L]Local shall be entitled, if they have 200 members or **fifty (50%)** percent of the employees within the division as members, whichever is smaller, with a minimum of 75 members, to the formation of a [u]Unit. Other [u]Units may be organized as the Board of Directors or Executive [Council] **Board** of the [L]Local may determine is in the best interests of the members involved. Each [u]Unit shall be entitled to elect its own [u]Unit officers and to establish its own progress.

(c) It shall be discretionary for each County Local to provide for the granting of [s]Sections within the [u]Units of the [L]Local, each of which shall be empowered to elect its own officers.

ARTICLE VIII DELEGATES

Members of each [L]Local shall elect from their membership one or more delegates **and/or alternates** to represent the members of the [L]Local at all meetings of the Association, except that the [L]Local [p]President, **Vice President, Secretary and Treasurer**, shall, by virtue of [that] **their** offices, automatically be designated as [a] delegates **and/or alternate delegates**. Prior to July 15[th] of each year, each [L]Local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates **and alternate delegates** for the ensuing year [, and names and addresses of alternate delegates may be submitted to the Secretary thereafter]. Such delegate or delegates shall have one vote for each **one hundred (100)** members or fraction thereof in such [L]Local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each [L]Local or [d]Department is entitled to cast shall be determined by the Membership Committee. Members in the State Division who are not entitled to representation by Local Delegates pursuant to this section shall be represented at all meetings of the Association by members of the State Executive Committee as delegates representing each of the State Departments, and each such delegate shall have one vote for each one hundred **(100)** members, or fraction thereof, in the [d]Department from which the delegate was elected, excluding those members who are represented by Local Delegates as provided in this section. All other members of the Board of Directors shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote. Such delegates selected or appointed pursuant to this section shall have and may exercise all the powers, rights and privileges of members at any meeting of the Association.

When State and/or County Division Delegates meet in official session, the motions passed with regard to items affecting solely their respective divisions and not the Association general policy shall be presented to the delegate body by the respective Chairpersons for informational purposes only.

Region[al] [O]Officers not in the capacity of Local [d]Delegates shall be delegates at all delegate meetings of the Association. They shall have all the rights and privileges of delegates at meetings except the right to vote. Allowed expenses may be paid by the [r]Region.

ARTICLE IX FUNDS

Section 1. No change

Section 2. Any funds appropriated by a [L]Local to contribute jointly to any cause with any other employee organization must be approved by the Board of Directors of the Association before such funds may be expended or any obligation for such expenditure may be incurred.

(Continued on following page)

CSEA'S CONSTITUTION AND BY-LAWS

(Continued from Page 14)

ARTICLE X

AFFILIATION AND MERGER

No change

ARTICLE XI

RETIRES SECTION

Section 1. RETIREE EXECUTIVE COMMITTEE. The power and authority to transact business relating to retired members shall, except as provided herein, be vested in the Retiree Executive Committee. The Retiree Executive Committee shall consist of one representative from each CSEA Region elected by the Presidents of the Retiree Locals in that Region and the retired member appointed by the President of CSEA to serve on the Statewide Political and Legislative Action Committee. The Retiree Executive Committee shall elect from its membership one member to be known as the Chairperson of the Retiree Executive Committee, [and] a [v]Vice [c]Chairperson and a [s]Secretary. The Retiree Executive Committee may create one or more subcommittees to perform such duties as the Retiree Executive Committee shall designate. Terms of office of Retiree Executive Committee members shall be coincidental with the terms of office of members of the Board of Directors.

Section 2. DUTIES AND FUNCTIONS. The Chairperson of the Retiree Section Executive Committee shall be the chief spokesperson of the Section, the Executive Committee, and the retired members. [He/she] **The Chairperson** shall be the liaison between the Retiree Section and the [S]statewide [O]officers of the Association. The Chairperson or the Vice Chairperson of the Retiree Section Executive Committee, by virtue of [his or her] **the** office, shall be a non-voting member of the Board of Directors of the Association, and [in said capacity] shall represent the interests and concerns of the retiree [l]Locals and their members. The Chairperson, and in his or her absence, the Vice Chairperson, shall preside at all meetings of the Executive Committee of the Section and shall perform such other duties and functions consistent with the purposes of the office and as prescribed by the Board of Directors. The Secretary of the Retiree Executive Committee shall be responsible for the official minutes of meetings.

Section 3. LOCALS. A [l]Local may be formed by CSEA retiree members in any county or in any contiguous group of counties in New York State or in any other State of the U.S.A. upon approval of the Retiree Executive Committee and the Board of Directors of the Association. The Board of Directors shall approve the Constitution and By-Laws of such [l]Local. Each such [l]Local shall make available to a duly authorized representative of the Association at the request of the President or the Board of Directors at reasonable intervals all [l]Local records for inspection by the Association. [A local may be placed in trusteeship by the President of the Association with the consent of the Board of Directors or the Board of Directors' Committee for failure to comply with a request for an inspection of the books and records of the local within ten days of such request.] A [l]Local may be placed in trusteeship for any reason deemed good and sufficient by the President of the Association provided a hearing is afforded before the Board of Directors and written charges are served within ten days of placing the [l]Local in trusteeship. The Board of Directors by a two-thirds vote may dissolve a [l]Local or suspend it for a period not to exceed ninety days after such charges have been served upon the [l]Local and it has been given an opportunity to be heard.

Section 4. No change.

Section 5. The [p]President of the Association shall appoint a retired member to the Statewide Political and Legislative Action Committee who shall represent the retirees' interests on that committee and shall be a voting member thereof.

ARTICLE XII AMENDMENTS"

No change

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

"ARTICLE I OFFICERS

Section 1. PRESIDENT. The President shall be the responsible and chief administrative officer of the Association and shall preside at all Board of Directors and Delegate meetings of the Association. The President shall serve on a full-time basis. If the President is unable to obtain a paid leave of absence from the employer, the Association shall, pursuant to law, obtain a paid leave of absence for the President and the Association shall reimburse the employer for the cost of such leave. The

President's signature shall be required on all contracts and on all orders drawn upon the Treasurer that have been approved by the Association or the Board of Directors. The President shall be a member *ex officio* of all committees **except the Nominating and Election Committees** and shall initiate and effectuate plans which, in the President's judgment, are in the best interest of the Association. The President shall be responsible for the organization and direction of the staff of the Association, and shall direct and supervise the collection of dues. The President shall direct and supervise the issuance of all publications of the Association. The President shall appoint all committees of the Association unless the method of selection is otherwise directed or provided. [The President shall give a surety bond, at the expense of the Association, in an amount fixed by the Board of Directors.] **The President shall be bonded at the expense of the Association in an amount fixed by the Board of Directors.** The President shall by September first of each year furnish to each member of the Board of Directors a proposed budget consisting of an itemized statement of estimated revenues and anticipated and proposed expenditures for the ensuing fiscal year.

Section 2. EXECUTIVE VICE PRESIDENT. There shall be an Executive Vice President who shall assume the duties of the President if the President is unable [for any cause] to act **for any cause whatsoever** or if the office becomes vacant. The Executive Vice President shall serve on a full-time basis. If the Executive Vice President is unable to obtain a paid leave of absence from the employer, the Association shall, pursuant to law, obtain a paid leave of absence for the Executive Vice President and the Association shall reimburse the employer for the cost of such leave. The Executive Vice President shall perform those other duties as assigned by the President or the Board of Directors of the Association. [The Executive Vice President shall give a surety bond, at the expense of the Association, in an amount fixed by the Board of Directors.] **The Executive Vice President shall be bonded at the expense of the Association in an amount fixed by the Board of Directors.**

Section 3. VICE PRESIDENTS. There shall be six (6) Vice Presidents who shall be the [r]Region[al] [p]Presidents elected by the six (6) [r]Regions. The Vice Presidents shall serve on a full-time basis. If the Vice President is unable to obtain a paid leave of absence from the employer, the Association shall, pursuant to law, obtain a paid leave of absence for the Vice President and the Association shall reimburse the employer for the cost of such leave. Each [r]Region shall be under the direction of the Region[a1] President who shall perform such other duties as assigned by the President of the Association or the Board of Directors of the Association. [The Vice Presidents shall each give a surety bond, at the expense of the Association, in an amount fixed by the Board of Directors.] **The Vice Presidents shall be bonded at the expense of the Association in an amount fixed by the Board of Directors.**

Section 4. TREASURER. The Treasurer shall serve on a full-time basis. If the Treasurer is unable to obtain a paid leave of absence from the employer, the Association shall, pursuant to law, obtain a paid leave of absence for the Treasurer and the Association shall reimburse the employer for the cost of such leave. The Treasurer shall be responsible for the custody of all funds of the Association. The Treasurer shall be responsible for the implementation of the duly adopted budget and the periodic reporting thereon. The Treasurer shall keep [an] **a true and accurate (account) record** of all receipts and disbursements [and of], all moneys, securities and other property owned by the Association, and shall submit an itemized report at each annual meeting of the Association and such other reports as the President may require. The Treasurer's accounts shall be open at all times to the inspection of members of the Board of Directors. The Treasurer shall be responsible for the implementation of the "Financial Standards Code" and for the training of the treasurers of the Regions, Locals and Units. [The Treasurer shall give a surety bond, at the expense of the Association, in an amount fixed by the Board of Directors.] **The Treasurer shall be bonded at the expense of the Association in an amount fixed by the Board of Directors.** Each [l]Local shall be required to submit an annual report to the Treasurer. The Treasurer shall be responsible for obtaining and maintaining the annual fiscal report of each [l]Local.

Section 5. SECRETARY. The Secretary shall serve on a full-time basis. If the Secretary is unable to obtain a paid leave of absence from the employer, the Association shall, pursuant to law, obtain a paid leave of absence for the Secretary and the Association shall reimburse the employer for the cost of such leave. The Secretary shall be [responsible for the custody] **the custodian** of all

official papers of the Association and shall be responsible for keeping and disseminating records of the Association meetings, Board meetings, Officers' meetings, and special meetings of the Board including any motions made at such meetings. The Secretary shall be involved in the training of Region, Local and Unit secretaries. [The Secretary shall give a surety bond, at the expense of the Association, in an amount fixed by the Board of Directors.] **The Secretary shall be bonded at the expense of the Association in an amount fixed by the Board of Directors.**

Section 6. The Officers of the Association, President, Executive Vice President, six Vice Presidents who are Region Presidents, Secretary and Treasurer, who are not elected delegates from their [l]Locals, shall by virtue of their office be designated as voting delegates at all meetings of the Association.

Section 7. HONORARIA[UMS]. The Board of Directors may establish an honorarium[s] for each officer of the Association in an amount to be determined by the Board of Directors.

Honoraria[ums] for the Board of Directors may only be established by the delegate body. Establishment of any honorarium or [increase] **change in the amount of** any existing honorarium [may] **shall** not take effect [during the term of office of the incumbent] **until after an intervening election has occurred.**

The establishment of any honorarium or the [increase] **change** in any existing honorarium must be approved by the appropriate body prior to the beginning of the election procedure for the next term of office for the position or positions affected. All newly created honoraria[ums] or any changes in honoraria[ums] shall be published in the official paper of CSEA within thirty (30) days of the change.

ARTICLE II MEETINGS

Section 1. ANNUAL MEETING. The Annual Meeting of the Association shall be held on call of the President between the 15th day of September and the 15th day of November in each year. The President shall give notice of the date of such meeting to the President of each [l]Local, [r]Region and members of the Board of Directors before April 15th in each year. ... (NOTE: Rest of Section would remain the same except for changes proposed in Item (1) lines 181 through 213 of this report.)

Section 2. No change

Section 3. DIRECTORS' COMMITTEE. Meetings of the Directors' Committee shall be held upon call of the President. Upon the written request of one-third of the members of the Directors' Committee, the President shall call a special meeting of the Committee **within ten days. Such request must set forth the reason for calling the meeting and the proposed agenda.**

Section 4. No change

Section 5. No change

Section 6. No change

Section 7. No change

Section 8. PROXIES. Members of the State Executive Committee **and** the County Executive Committee [or delegates to any meeting of the Association] who are unable to attend a meeting are empowered to appoint, by written designation filed with the Secretary of the Association, a member of their [l]Local or [d]Department to act in their place. [, except that delegates may not appoint their own proxy if the local which they represent has provided for the selection of alternate delegates to attend meetings of the Association which delegates are unable to attend, provided, that the Local has filed by written designation with the Secretary of the Association a description of said Local selection process. However,] [n]No officer of the Association shall be represented by proxy.

Section 9. ORDER OF BUSINESS. The order of business at all **regular** meetings shall be as follows:

1. Reading of Minutes
2. Reports of Officers
3. Reports of Committees
4. Unfinished Business
5. New Business

Section 10. No change

Section 11. No change

ARTICLE III

STATEWIDE ELECTIONS

Section 1. ELECTION PROCEDURE. **The Standing Election Procedures Committee shall have the responsibility for supervising elections of the [O]officers of the Association and members of the State Executive Committee who shall be elected by secret ballot. The Election Procedures Committee shall supervise the drafting, distribution, verification and counting of the ballots. The ballot must clearly recite the date, place and time for the return of**

(Continued on following page)

CSEA'S CONSTITUTION AND BY-LAWS

(Continued from Page 15)

ballots and must be accompanied by instructions as to how a secret ballot may be cast. The names of the candidates shall appear on the ballot in the order in which they were drawn by lot. Such drawing shall be conducted by the Election Procedures Committee upon notice to all candidates. Balloting is to be conducted for all elective offices between May 15 and June 15 of the election year. The distribution of ballots and the return of completed ballots shall be accomplished in a manner which will assure each member in good standing a fair opportunity to vote. Only CSEA members in good standing as of April 1 of the election year will be eligible to vote in the election. All candidates may be present during the counting of the ballots. [Ballots, with the names of all duly nominated candidates printed thereon, shall on or before May 15th in the year of the election, be published in the official magazine or otherwise made available to all members at all offices or locations designated by the Board of Directors. The ballot, or the envelope in which the ballot is enclosed, shall be marked "Ballot" and such envelope or ballot shall also bear the signature of the member and the name of the department or unit of government in which the member is employed. The ballot shall contain instructions as to how a secret ballot may be cast. To be counted, properly prepared ballots must be received at the headquarters of the Association, or at an address designated by the Board of Directors and contained in the instructions on the official ballot, either by mail or in person, between June 1 and June 21.] The member receiving the greater number of votes for the office shall be declared elected. [Any member whose name is printed on the ballot may be present during the counting of the ballots.] The Board of Directors of the Association shall establish rules and regulations concerning the conduct of the election. Such rules and regulations shall be adopted by a simple majority of the Board of Directors and may be amended thereafter. Printed copies of the rules and regulations shall be mailed to all candidates and Local Presidents on or before May 1 [st in the year] of the election year. [The members from the Department of Mental Hygiene shall elect the following numbers of Board members from each of the six regions: Metropolitan Region, 3; Long Island Region, 3; Central Region, 3; Western Region, 2; Capital Region and Southern Region, 3. In all other departments entitled to more than one representative on the Board of Directors, members shall be elected from the departments on an at-large basis. Only the candidates' names and their particular department and, where necessary, their particular region shall be shown on the ballot.]

The names of the candidates for office shall be in accordance with the drawing, at which drawing each candidate or candidate's representative may be present.]

Section 2. ELECTION AGENCY. The Board of Directors shall [, by contract,] select an impartial, disinterested agency outside the public service, prior to February [1st] 15 of [each odd-numbered] the election year.

Elections shall be conducted by [such] the selected agency in accordance with the provisions of the Constitution and By-Laws of the Association and any policies adopted by the Board of Directors [, including determination of the validity of nominating petitions and counting ballots as well as general responsibility for supervision of the election.] The agency shall notify all candidates [on a personal and confidential basis on or before June 28th] of the [results of the] election results. [Protests concerning the results of the election of statewide officers must be filed with the Executive Director of the Association by certified mail, return receipt requested within ten (10) days of the official announcement of the results of the election.]

Section 3. ELECTION PROTEST. Any member believing himself or herself aggrieved by any aspect of the nomination or election process may file a written protest with the Statewide Election Procedures Committee by registered or certified mail, return receipt requested. Such written protest must be received in the office of the Executive Director of CSEA within ten (10) calendar days after the member first knew or should have known of the act or omission complained of. Notice of such protest must also be sent to all other candidates. The protest must include the member's signed statement, supported by available documentary proof, containing a short and plain statement of the facts upon which the member relies to show that he or she has been aggrieved. Each election protest must contain the name, address and telephone number of the member protesting the election and a statement that all other candidates have been notified of the protest.

ARTICLE IV FINANCE

Section 1. No change

Section 2. DUES AND AGENCY SHOP FEE.

(a) (1) No change

(a) (2) No change

(a) (3) No change

(a) (4) No change

(a) (5) No change

(b) NEW MEMBERS. No change

(c) RETIRED MEMBERS. No change

(d) DISABLED MEMBERS. A member in good standing who [shall] becomes totally incapacitated by accident or illness and, as a result of such accident or illness, is placed on a leave without pay, [will be granted] upon proper notification to the Membership Records Department of CSEA [Headquarters, Albany, New York,] will be granted a gratuitous membership for the duration of [such disability] that member's leave without pay.

(e) LAID OFF EMPLOYEES. A member in good standing who is laid off from [public] employment and placed on a preferred list [will be granted,] upon proper notification to the Membership Records Department of CSEA [Headquarters, Albany, New York,] will be granted a gratuitous membership for a period of one year.

(f) ASSOCIATE MEMBERS. No change

Section 3. REFUND AND REIMBURSEMENT.

(a) REFUNDS TO LOCALS. Each duly organized [1]Local of the Association which has complied with all of the provisions of the mandated [Model] Local Constitution and this Constitution and By-Laws shall receive from the Treasurer an annual payment of twenty-five percentum (25%) of the membership dues and twenty-five percentum (25%) of the agency shop fees collected from the employees in such [1]Locals after the net per capita payment to AFSCME, based on the June 1[st] audit, has been deducted. The expense of the delegates to regular or special meetings of the Association shall be paid by the [1]Local from such funds as hereinafter provided.

(b) REFUNDS TO UNITS. All recognized [u]Units established by [1]Locals shall receive a rebate of not less than twenty-five percent and not more than fifty percent of the per capita rebate extended by the Association to a [1]Local based upon the collection of the membership dues and agency shop fees collected from the employees in the [u]Unit.

(Note: Additional change was proposed in Item (2) lines 221 through 235 of this report.)

(c) REFUNDS TO REGIONS. Each [r]Region of the Association shall receive from the Treasurer an annual payment of twenty-five cents of the membership dues and agency shop fees collected from each of the employees in such [r]Region. In the event that a [r]Region adopts a plan for assessing the [1]Local within its [r]Region, the State Treasurer may, upon notification by the Region[al] Treasurer that a [1]Local is delinquent in its [r]Regional assessments, deduct that assessment from the [1]Local's direct rebate from the Association and transmit, upon approval of the Board of Directors, the assessment to the Region[al] Treasurer.

(d) REIMBURSEMENT OF DELEGATE EXPENSES.

(1) ANNUAL DELEGATE MEETING. All [1]Locals shall receive reimbursement for the expenses of one delegate to the annual meeting and [1]Locals having more than 1,000 members shall receive reimbursement for the expenses of one additional delegate for each additional 1,000 members or major fraction thereof. The maximum reimbursement for such delegate shall be for full group rate quotations if appropriate, or full lodging and meal expenses which shall not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expenses shall also be reimbursed.

(2) SPECIAL DELEGATE MEETINGS. All [1]Locals shall receive reimbursement for the expenses of one delegate for attendance at any special delegate meeting and [1]Locals having more than 1,000 members shall receive reimbursement for the expenses of one additional delegate for each additional 1,000 members or major fraction thereof. The maximum reimbursement for such delegate shall be for full group rate quotations if appropriate, or full lodging and meal expenses which shall not exceed the rate paid to State Board of Directors Committees for the duration of the meeting. Transportation expenses shall also be reimbursed.

ARTICLE V

JUDICIAL BOARD

Section 1. MEMBERS.

(a) The Judicial Board shall be comprised of eight members. Each Region[al] President shall appoint one member and the President of the statewide Association shall appoint two members. From these eight members, the President of the statewide Association shall appoint

the Chairperson and the Vice Chairperson of the [Committee] **Judicial Board.**

(b) In order to be eligible to serve on the Judicial Board, a person must have been a member in good standing of CSEA for a continuous period of five (5) years preceding the appointment and must have held, or be currently holding, an elected office. No [S]tatewide [O]fficer shall be appointed to the Judicial Board.

(c) Each Judicial Board member shall serve for a term coincident with the term of the officer appointing that member.

(d) A vacancy on the Judicial Board shall be filled by the officer making the initial appointment. [(Except, only the President can select the Chairperson and Vice Chairperson.)]

(e) No member of the Judicial Board shall serve as a Hearing Officer or may vote on a determination of the Judicial Board [involving] which involves a member, Local or Unit from that member's Region. Any member of the Judicial Board who is also on the Board of Directors of [CSEA] the statewide Association may [not take part in any Appellate procedure before the Board of Directors] be present during the presentation of an appeal to the Board of Directors, but may not vote on the disposition of that appeal.

(f) Any member of the Judicial Board who is not eligible for paid release time and who must charge his or her own leave accruals for time spent [at] on Judicial Board [hearings] business will be compensated at the same per diem rate as is a member of the Board of Directors of [CSEA] the statewide Association.

Section 2. JURISDICTION.

(a) The Judicial Board herein created shall have the power to hear, investigate, determine, and all powers incidental thereto, as well as the power to promulgate procedures concerning:

(1) all charges against members;

(2) trusteeships;

(3) election questions concerning contract ratification.

(b) The Judicial Board, upon good cause shown, shall have the power [upon the consent of all parties hereto] to [mutually] waive any [of the] time limits contained in this Article.

Section 3. PROCEDURE.

(a) Charges against individual members.

(1) Any member may file a charge against any member or officer of CSEA. Any Executive [Committee] Board of a Unit, Local, or Region may file a charge against any member or officer of CSEA.

(2) Each charge must be filed with the Judicial Board, 33 Elk Street, Albany, New York 12224, by registered or certified mail, return receipt requested, and a copy of the charge must be served on [the] any person against whom the charge is made by certified mail, return receipt requested.

(3) [Each] The charge must contain the name, address, social security number and Local of the member making the charge and the name, address and Local of [the] any party against whom the charge is made. [Each] The charge must set forth a clear, concise statement of the alleged wrongful conduct together with the dates and places where the conduct took place, and the names, addresses and telephone number of any witnesses to the alleged wrongful conduct. If a violation of [any] a CSEA constitution is alleged, the specific article and section of that constitution must be included; if the charge alleges a violation of a mandate of the [CSEA] Board of Directors of the statewide Association, the specific mandate must be stated. [Each] The charge shall be accompanied by documentation and/or a statement signed by the member which supports the charges. [Each charge] and must also contain a statement by the member making the charge that the person [who is being charged with misconduct] against whom the charge is made has been given a copy of the charge.

(4) The following shall constitute the basis for charges against any member or officer of CSEA:

(a) A violation of any provision of the Statewide, Region[al], Local or Unit Constitution.

(b) Misappropriation, embezzlement, improper or illegal use of union funds.

(c) Any conduct which aids or supports, or is intended to aid or support, a competing labor organization.

(d) Refusal or failure to carry out legally authorized mandates [and] or decisions of the President of the statewide Association, the Board of Directors of the statewide Association, the [d]Delegate [b]Body or the Judicial Board.

(e) Using the name of the statewide Association, or any Region, Local or Unit thereof, in an unauthorized manner or for an unauthorized purpose, including publicizing through the media any political endorsement

(Continued on following page)

CSEA'S CONSTITUTION AND BY-LAWS

(Continued from Page 16)

contrary to the endorsements and positions approved by the Statewide and/or Region[al] Political Action Committees.

(f) Interfering with any elected official of CSEA in the discharge of that official's lawful duties.

(g) Solicitation or acceptance of any money or the acceptance of any gift of more than nominal value from any employer, member, group of members, or employee of the union, or from any person or firm which has or which is seeking to establish a business relationship with the **statewide** Association or any subdivision thereof.

(h) Conviction of a crime, the nature of which is such as to bring the union as an organization into disrepute.

(i) Knowingly submitting a false financial statement or audit report to the **statewide** Association or any subdivision thereof.

(j) Any other conduct detrimental to the best interests of CSEA.

(5) A charge may be amended at any time with proper notice to all parties **but, once filed, may not be withdrawn without the consent of the Judicial Board.**

(6) Upon receiving a charge, the Judicial Board may dismiss the charge **or any part thereof** if it appears to be frivolous in nature, [or] totally lacking in substantiation **or alleging conduct for which penalty is not appropriate.** If the Judicial Board determines that there is probable cause to believe that the charge, if proven, would sustain a finding of misconduct, the Judicial Board shall then issue formal **Judicial Board** charges against the member or officer setting forth the specific acts of misconduct and the penalties which may be imposed. These **formal Judicial Board** charges shall be accompanied by a written statement that the individual charged has a right to object by filing an answer by registered or certified mail to the Judicial Board, **with a copy to all other parties**, within ten (10) days of receipt of the **formal Judicial Board** charges. The Judicial Board shall notify the President of [CSEA] **the statewide Association** who shall determine the extent to which the **statewide** Association shall participate in the prosecution of the **formal Judicial Board** charge. In those instances where the President of [CSEA] **the statewide Association** is charged with misconduct, the Judicial Board shall notify the Board of Directors of [CSEA] **the statewide Association** who shall make this determination.

(7) Within thirty (30) days of the receipt of an answer denying the **formal Judicial Board** charges, the Judicial Board shall appoint one **or more** members to hold a hearing on the formal Judicial Board charges. **[unless, in the opinion of the Board, a full Board hearing is required.] The hearing shall be conducted according to rules of procedure promulgated by the Judicial Board. Each party may be represented by an attorney and shall be given the right to present witnesses and other evidence in his or her own behalf and to cross-examine witnesses presented by the other (party) parties.** A verbatim record shall not be required; however, any party to the proceedings may request a stenographic transcript of the proceedings provided that the party requesting a transcript bear the cost of such record and furnish copies to the Judicial Board and to the other [party] parties.

(8) If no answer is served to the formal **Judicial Board** charges [of the Judicial Board], or if there is no appearance by a party at a scheduled hearing, the Judicial Board may make a determination on the evidence then before it, or may hold a hearing without participation by the absent party.

(9) Where a hearing is held, the Judicial Board shall issue a decision within sixty (60) days after the close of the hearing. All determinations of the Judicial Board shall be made by a majority vote of at least five (5) members present.

(10) Nothing herein shall preclude settlement of the charges at any stage of this procedure.

(11) Any member or officer may be suspended from elected office, pending a hearing and determination by the Judicial Board, by the President of [CSEA] **the statewide Association** or by the Executive Board of any Region, Local, or Unit of CSEA **provided that a written charge is filed with the Judicial Board within seven (7) days of the suspension. If such charge is not filed with the Judicial Board in conformity with the procedures set forth under this section, the Judicial Board may revoke the suspension.**

(12) Upon suspension, all records and documents under the control of the suspended officer must be turned over to CSEA.

(b) Trusteeships.

(1) Any Local or Unit may be placed in trusteeship for any reason deemed good and sufficient by the President

[of the Association] or by the Board of Directors of the **statewide** Association. Charges against any Local or Unit may also be deemed charges against the individual officers of the Local or Unit. In such case, all charges will be heard together before the Judicial Board. The President [of the Association] or the Board of Directors of the **statewide** Association must serve the Local, Unit, and/or officers thereof with charges by registered mail, return receipt requested, with a copy to the Judicial Board. Such charges must contain a clear and concise statement of facts constituting the basis for placing the Local or Unit in trusteeship and must be accompanied by a written statement that the Local, Unit or individual officers charged have a right to object by filing an answer by registered or certified mail to the Judicial Board within ten (10) days after receipt of the charges. If no answer is received, the charges shall be deemed admitted.

(2) The President [of the Association] or Board of Directors of the **statewide** Association shall appoint one or more Trustees to act in all matters concerning the Local and/or Unit pending a hearing and determination by the Judicial Board of the charges.

(3) The Judicial Board shall hold a hearing within thirty (30) days after receiving an answer from the Local, Unit and/or individual officers. The hearing shall be conducted as stated above under paragraph (a).

[(c) Contract ratification procedures.

(1) Any member of a Local or Unit may file a request for review of the procedures utilized in conducting a ratification vote of a duly negotiated collective bargaining agreement covering that member's Local or Unit. Such request for review must be filed within five days after the results of the ratification vote have been made public.

(2) The Judicial Board may make such investigation as it deems necessary and shall issue a written report and decision within thirty days after receiving the request for review.

(3) Such determination of the Judicial Board shall be final and binding on the members of the Local or Unit affected by the ratification vote.]

Section 4. PENALTIES.

(a) If the **formal Judicial Board** charges or any part [of them] **thereof** are sustained against any member, the Judicial Board may impose any one or more of the following penalties:

(1) a formal reprimand;

(2) full or partial restitution where the consequences of the offense can be measured in material terms;

(3) removal from any elected or appointed office or position;

(4) suspension of the right to hold or seek any elected or appointed **office or** position for a period not to exceed five (5) years;

(5) suspension from membership for a specified period of time not to exceed three (3) years.

(6) expulsion from membership.

[(b) If the charges or any part of them are not sustained, and the Judicial Board is convinced that the charges were not brought in good faith or were instigated by malice, the Judicial Board may impose such penalty on the charging party as in its judgment is deemed proper under the circumstances, including the imposition of all costs and expenses incurred by the defending party and the Judicial Board in prosecuting and defending the charges.]

[(c) (b) If the charges or any part [of the charges] **thereof** [against a Local concerning a trusteeship] are sustained **against a Local or Unit concerning a trusteeship**, the Judicial Board may impose (in addition to the penalties in paragraph (a) **set forth** above which may be imposed against officers or members of the Local **or Unit**) any one or more of the following penalties:

(1) formal reprimand;

(2) full or partial restitution where the consequences of the offense can be measured in material terms;

(3) the continuation of the trusteeship for a period of time until elections can be held and officers installed;

(4) the continuation of the trusteeship for a period not to exceed three (3) years.

Section 5. APPEALS

(a) Any person or entity believing himself/herself aggrieved by a [determination] **formal decision** of the Judicial Board [(except as it relates to questions concerning contract ratifications)] may appeal [said determination] **the formal decision** by filing an objection [to] **with the Appeals Committee** of the Board of Directors of [CSEA] **the statewide Association** within fifteen (15) days of the receipt of the [determination] **formal decision** of the Judicial Board. [Said] **The** objections must be sent registered or certified mail, return receipt requested, to the [CSEA] Board of

Directors, **Appeals Committee**, 33 Elk Street, Albany, New York 12224. The [appeal] **objections** must state with specificity all portions of the [determination] of the Judicial Board **decision** to which [exception] **objection** is taken, including the specific questions of procedure, fact, law, or policy **to** which [exceptions] **objections** are taken and the reasons therefor.

(b) The **Appeals committee** [Board of Directors of CSEA] shall consider any [appeals] **objections** which have been duly filed and shall issue a determination no later than the second Board of Directors meeting following receipt of the [appeal] **objections.**

Section 6. CONTRACT RATIFICATIONS.

(a) **Any member of a bargaining unit may file a request for review of the procedures utilized in conducting a ratification vote of a duly negotiated collective bargaining agreement covering that member's bargaining unit. Such request for review must be filed within five (5) days after the result of the ratification vote has been made public.**

(b) **The Judicial Board may make such investigation as it deems necessary and shall issue a written report and decision within thirty (30) days after receiving the request for review.**

(c) **Such determination of the Judicial Board shall be final and binding on the members of the bargaining unit affected by the ratification vote and may not be appealed to the Board of Directors of the statewide Association.**

ARTICLE VI COMMITTEES

Section 1. STANDING COMMITTEES. No change except as in Items (4) and (5) of this report found at page 15.

[Section 1] (a) No change

[Section 1] (b) No change

[Section 1] (c) No change

[Section 1] (d) No change

[Section 1] (e) No change

Section 2. BOARD COMMITTEES.

(a) At the organizational . . .

[Section 2(a).] (b) DIRECTORS' BUDGET COMMITTEE. No change

Section 3. STATE NEGOTIATING COMMITTEES. There shall exist the following negotiating committees: 1. Operational; 2. Administrative; 3. Institutional, in addition to any other duly certified state bargaining unit or units which CSEA may [be elected to] represent. All appointments to the Negotiating Committees shall be made by the President upon the advice and consent of the appropriate Region[al] Executive Board. REST OF SECTION REMAINS THE SAME.

Section 4. SPECIAL AND AD HOC COMMITTEES. No change except as in Items (6) and (7) of this report found at pages 16 and 17.

Section 5. No change.

ARTICLE VII No change"

MISCELLANEOUS ITEMS:

The following are open items on the Committee's agenda and require further investigation and consideration:

1. Proposal submitted by the County Executive Committee regarding the election of alternate members of the Board of Directors.

2. Amendment to Article IV, Section 3(d) (1) of the By-Laws as submitted by Betty Lennon, Local 612, by memorandum dated March 23, 1983.

3. Proposal submitted by Angela Miller, Local 658, by letter dated July 27, 1983, relating to the training of newly elected officers.

4. Proposal submitted by William Harris, Local 836, (undated) regarding a thirty-day grace period to reinstate membership status.

5. Proposal submitted by Raymond O'Connor, Region 3 President, by letter dated March 1, 1983, relating to candidates for office.

6. Amendment to Article III, Section 1 of the Constitution as submitted by Jerome P. Donahue, Local 830, by letter dated June 22, 1983.

7. Amendment to Article VIII of the Constitution as submitted by Sheila Brogan, Region 6 Secretary, by letter dated June 27, 1983.

Submitted by,
REVISION OF THE CONSTITUTION AND BY-LAWS COMMITTEE
Carmen Bagnoli, Chairperson
Rita Wallace
Madeline Keohan
Jerry Barbour
Bruce Larsen
Charlotte Murray
Ronald Stanton



Tompkins County president reinstated with back pay

Kirchgessner says she's union-busting victim

By Charles McGeary
CSEA Communications Associate

ITHACA — The president of a CSEA local who says she is the victim of harassment as part of a union-busting effort by a county official has been reinstated to her job with full back pay and benefits upon orders of an arbitrator.

Marnie Kirchgessner, president of Tompkins County CSEA Local 855, had been suspended for more than three months from her job in the Tompkins County Social Services Department for alleged misconduct and incompetency. She had worked in the department for the past 10 years.

But Arbitrator Daniel C. Williams, in a lengthy decision, said he found "no evidence of misconduct or incompetency" on Kirchgessner's part.

Williams ordered her reinstated to her job, and directed Tompkins County to pay Kirchgessner back pay for the month that she was without pay during the three months suspension, and to credit her with all seniority she would have gained during the suspension. She had been returned to the county payroll in June but remained suspended from her duties pending the binding arbitration.

Kirchgessner said the suspension was the most recent in a list of harassments. She said Social Services Commissioner James Brennan "wants

the union out...and thinks if he can bust me, he can bust the union."

As a result of the incident, CSEA has an improper practice charge pending against the county. According to CSEA Representative Jim Hennerty, the recent arbitrator's decision does not erase the pending IP charge. CSEA charges the county with harassment and discrimination against Kirchgessner as a result of her union activities and criticism of county policies.

As noted in the arbitrator's decision, Kirchgessner was suspended as a result of a foster home placement made March 3 against her supervisor's wishes. The decision notes "placing a child temporarily in a foster home was an emergency measure."

'Without the power and full support of CSEA I doubt I would have my job back.'

—Marnie Kirchgessner

V FOR VICTORY — Marnie Kirchgessner, president of Tompkins County Local 855, flashes a big smile and the victory sign as she returns to her job after reinstatement. Following a three-month suspension by the county, a state arbitrator ruled she be returned to her duties with full pay and benefits.

The feisty local president said of the reinstatement, "I'm relieved. I've been ready and willing to go back to work the entire time I have been suspended."

She also said, "I sincerely hope this favorable decision will send a strong message to my fellow county employees. I want them all to know that without the power and full support of CSEA I doubt I would have my job back. When I needed help, the union was there."

Kirchgessner has since returned to her duties in the Social Services Department. Her back pay will amount to about \$1,200.



CALLING ALL VOTERS — Region II President Frances DuBose Batiste, standing, second from right, and Local 646 First Vice President Lloyd Graham register employees at Downstate Medical Center in Brooklyn as part of a massive voter registration drive. Every CSEA local within the region is participating, says DuBose Batiste. She urges unregistered union members and other potential voters to register by calling her or Region II Political Action Committee Chairman Robert Nurse at the regional office. The number is (212) 587-8200.

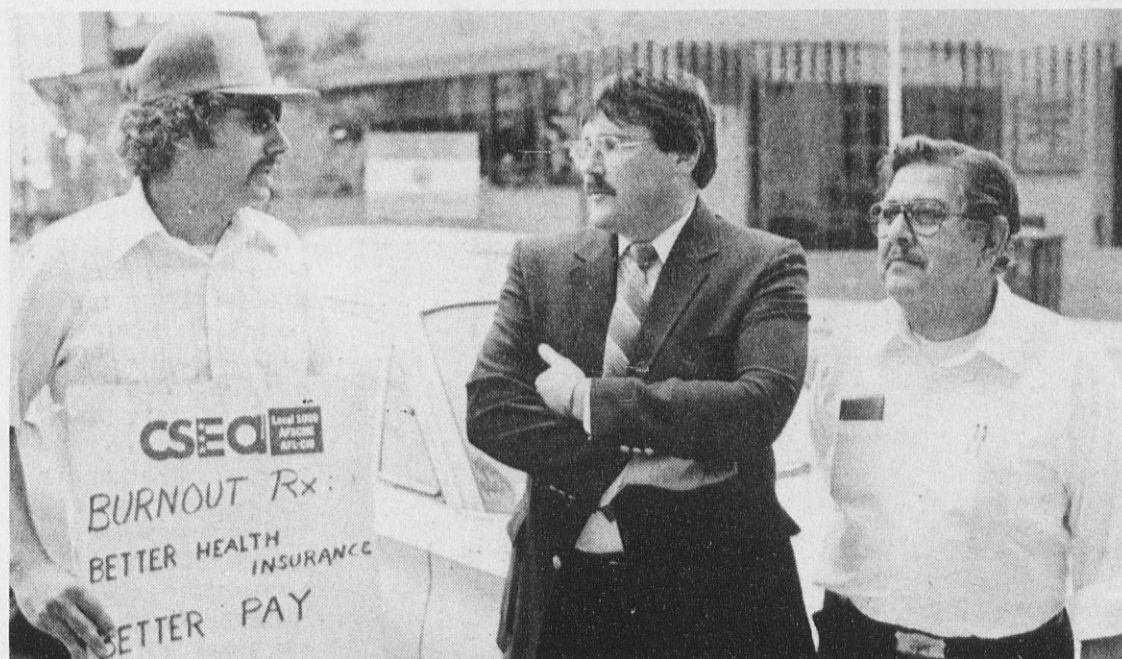
Albany County picket: 'Remember in November'



ALBANY COUNTY EMPLOYEES turned out recently for an informational picket outside the county office building. Contract negotiations between CSEA and the county have been bogged down for some time.



JOAN DUNCAN, a member of the Albany County Local Executive Committee, talks with Albany television news reporter.



C. ALLEN MEAD, center, president of CSEA's Capital Region, talks with Doug Bullock, left, and Al Oliver, CSEA Albany County local president, during the demonstration.

ALBANY — On the eve of Primary Election Day a large group of disgruntled Albany County employees picketed a meeting of county legislators and promised to "Remember in November."

"Throw the bureaucracy out" was the main chant from more than 100 CSEA-represented county workers on the picket line. They were from three CSEA bargaining units of Albany County employees who have been working without a contract for the past 10 months.

Contract negotiations have been bogged down for the county members for some time, due to the administration's refusal to change its offer of a \$200, one-shot, across-the-board salary increase for 1983.

All three county CSEA units — social services, health and non-uniform employees at the county jail — had been prepared to enter into a legislative hearing process to resolve the contractual dispute. But the recent decision involving Niagara County appears to have ended that option, and the demonstrators were hoping to influence the county legislators to refer the matter back to the bargaining table with a strong recommendation that the administration change its position, since it was recently made known that the county now has a \$6 million surplus for 1983.

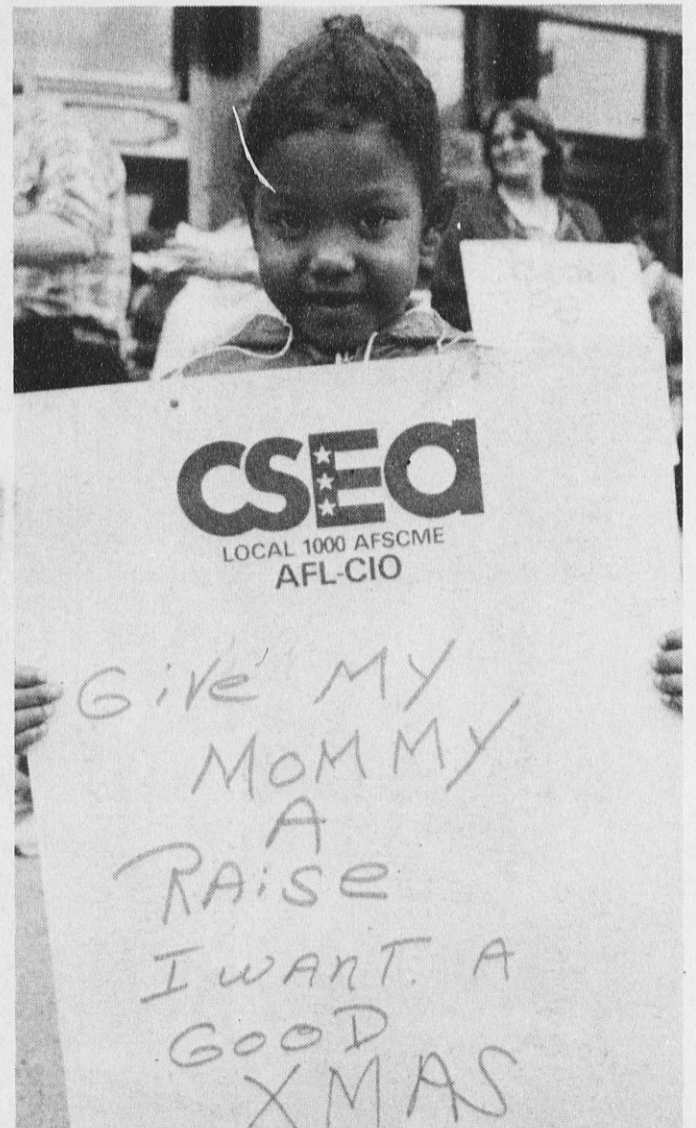
There are approximately 3,000 Albany county employees. CSEA represents about 1,000 of them. Seven of the county's eight bargaining units have been without a contract since Dec. 31.

"We're ready to return to the bargaining table to address this year and next year," said CSEA Collective Bargaining Specialist Pat Monachino.

Joining the 100 or so CSEA members on the picket were members of other CSEA locals and representatives from AFSCME Council 82 and the Service Employees International Union Local 200, both of whom also represent other county workers who have yet to settle with the union.

"The solidarity of Labor Day has spilled over into our everyday activities," said CSEA Capital Region President C. Allen Mead, commenting on the participation of the other unions.

On Primary Day, the Albany County Democratic machine lost two of six primaries. The message of "We'll Remember in November" was still ringing in the politicians' ears.



A MEMBER'S CHILD joins the demonstration.

'THANK YOU,' Congressman Frank Horton

ROCHESTER — Rep. Frank Horton, R, N.Y., has been praised by CSEA Region VI President Robert L. Lattimer for the congressman's help in passing a 9.8 percent increase in direct federal aid to counties and municipalities.

The measure, HR 2780, will mean an increase of about \$40 million in revenue to New York localities, and Lattimer assured Rep. Horton that CSEA and its members will remember his help when the 1984 elections come around.

"This increase is badly needed and should be of great assistance to public employees, especially those in local government," Lattimer said. AFSCME Associate Director for Legislation Steven Silbiger said this was the first such increase in aid in seven years.

Rep. Horton, as a ranking Republican on the government operations committee, was under tremendous pressure from the Reagan administration, which opposed it, according to Silbiger. "But Mr. Horton showed his



THANK YOU — Rep. Frank Horton, R., N.Y., seated left, is thanked for his strong assistance in passing an increased revenue sharing bill by Region VI President Robert L. Lattimer, seated right. On hand in the congressman's Rochester office to add their

appreciation were, standing from left, Region VI Political Action Committee Co-chairperson Florence Trippi, Region VI Secretary and PEOPLE Coordinator Sheila Brogan, and Rochester Psychiatric Center CSEA Local 420 President Herm Parsons.

independence and true desire to help meet the needs of local government by guiding the bill through to final passage in the

House," said Silbiger.

Lattimer was joined recently by Region VI political action committee members Sheila

Brogan, Florence Trippi and Herman Parsons in thanking Congressman Horton for his efforts.

Mt. Sinai school workers join teachers on the line



CLAUDIA YALDEN, president of the Mt. Sinai School CSEA unit, and CSEA Field Representative Jim Walters discuss the union's support of the teachers.

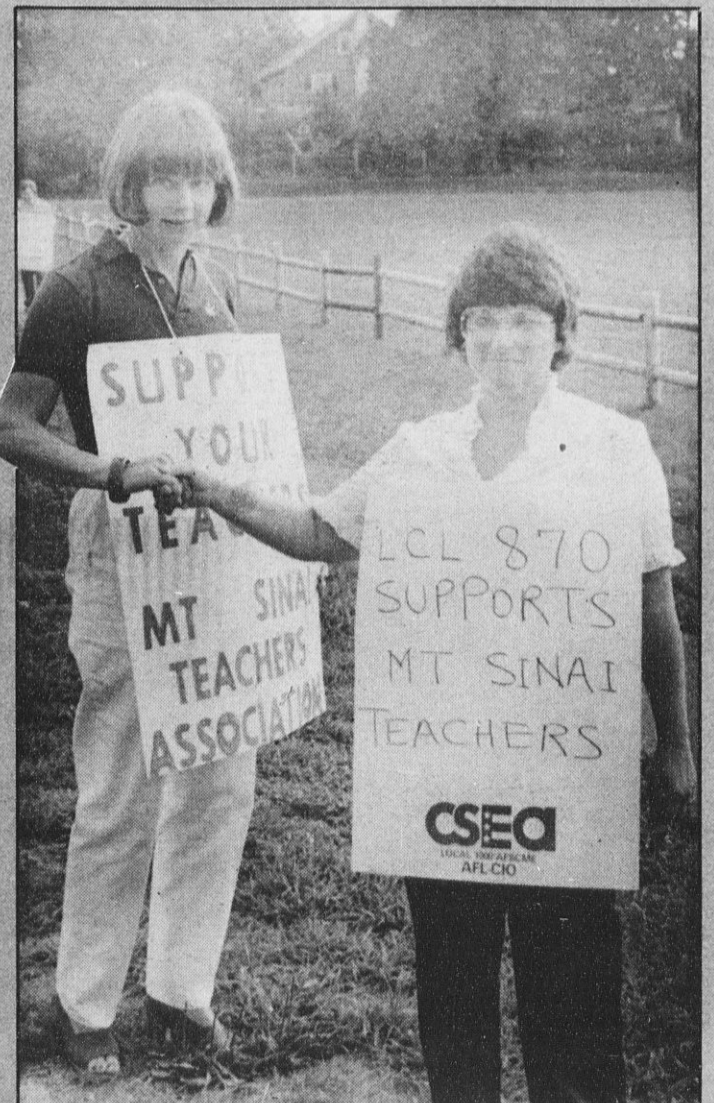
MT. SINAI — In a strong demonstration of support for fellow unionists, the Mt. Sinai School Employees unit of Suffolk Education CSEA Local 870, joined the picket lines of the teachers.

"We're both affiliated with the AFL-CIO," said Claudia Yalden, unit president. "We strongly side with the teachers in their effort to obtain a contract. Because CSEA demonstrates with the teachers, both groups' positions are strengthened in dealing with the district."

CSEA members picketed with the teachers before and after school hours beginning Monday, Sept. 12. Members were told that if they were asked to work overtime or unusual hours or duties to check the request with CSEA to make sure the contract allowed it.

"We don't want our members being used to take the place of the teachers in any capacity," said CSEA Representative Jim Walters. "We can make a strong statement in support of the teachers by not performing teacher functions for the district that are not spelled out in our contract."

According to Toni Florelli of the teachers union, the teachers have already voted unanimously to strike, if the district does not settle the contract dispute.



TEAMING UP on the Mt. Sinai picket line are Mt. Sinai teachers union member Pat Urquhart and Mt. Sinai CSEA unit member Gail Ryan.