

Union asks court to halt prison conversion plan

ALBANY — CSEA took its case to court last week in an effort to derail Gov. Hugh L. Carey's proposed plan to begin transferring state correctional inmates into vacant areas of some state mental health facilities, but then gradually converting three such facilities entirely into prisons.

The union raised strong objections to the proposal more than a month ago when the governor made his surprise announcement, but this week it took its objections to the State Supreme Court charging the plan violated state laws, exceeded the governor's authority and had not been authorized by the state legislature.

The core of the proposal would immediately move inmates into Pilgrim Psychiatric Center and begin capital improvements to areas of Gowanda and Utica Psychiatric Centers and the Craig Developmental Center. Inmates would be moved into vacant areas of these facilities later in the year, but within three years — under the Carey plan — all of the patients at the latter three facilities would be moved out and only inmates would remain.

"The governor has made two mistakes in this plan that are sufficient grounds for the courts to stop it," commented CSEA President William L. McGowan. "First, there was never any approval for this \$75 million plan by the legislature which is necessary under the law and, second, only the legislature has the authority to close mental health facilities. Not only didn't they authorize the governor's plan to phase out Craig, Gowanda and Utica, they passed legislation before leaving Albany last week to forbid the governor from doing it."

(Continued on Page 3)



GOWANDA CSEA Local 408 President Doris Smith uses public address system over her car CB radio to lead a protest opposing state plans to convert part of Gowanda into a prison. See related article and photos on pages 3, 6 and 7.

Public SECTOR

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Lag payroll looks likely

If it is implemented first delay would be effective in November

ALBANY — When CSEA fought through negotiations with the State of New York for new contracts for 107,000 workers in three major state bargaining units, the main result was one of the richest contracts ever negotiated with the state, providing a 32 percent increase in the salary schedule, plus increments and longevity payments, over the term of the agreement.

Yet despite the best efforts of union negotiators, the agreement also contained provisions for a "lag" payroll, the same provisions included in every major bargaining unit contract negotiated by the state this year.

The "lag" delays an employee's payday over the course of ten payroll periods by one working day per pay period. In effect, the lag eliminates one payday in the state's current fiscal year, thus "lagging" the state's cost to some future date. That date is the date when a worker who is "lagged" separates from state service. They then get an extra paycheck to repay the paycheck that was lagged, but they receive that check at the rate of pay when they leave.

The Governor's Office of Employee Relations (GOER) has announced that it appears the state will exercise its option to lag the payroll as the result of "the State's fiscal circumstances".

GOER has set up a schedule for the lag program to commence with the state's 17th payroll period in mid-November. Should the state follow through with the lag, the schedule at right is how the lag would be implemented:

(For your convenience, you might want to clip the schedule on the dotted lines and save it for future reference).

Payroll Period	Payroll	Payroll Period Ending Date	Pay Date
17	Admin.	November 17	Nov. 18 (Thursday)
	Instit.	November 24	Nov. 26 (Friday)
18	Admin.	December 1	Dec. 3 (Friday)
	Instit.	December 8	Dec. 13 (Monday)
19	Admin.	December 15	Dec. 20 (Monday)
	Instit.	December 22	Dec. 28 (Tuesday)
20	Admin.	December 29	Jan. 4 (Tuesday)
	Instit.	January 5	Jan. 12 (Wednesday)
21	Admin.	January 12	Jan. 19 (Wednesday)
	Instit.	January 19	Jan. 27 (Thursday)
22	Admin.	January 26	Feb. 3 (Thursday)
	Instit.	February 2	Feb. 11 (Friday)
23	Admin.	February 9	Feb. 18 (Friday)
	Instit.	February 16	Feb. 28 (Monday)
24	Admin.	February 23	March 7 (Monday)
	Instit.	March 2	March 15 (Tuesday)
25	Admin.	March 9	March 22 (Tuesday)
	Instit.	March 16	March 30 (Wednesday)
26	Admin.	March 23	April 6 (Wednesday)
	Instit.	March 30	April 14 (Thursday)

Local 870 Civil Service Testing Workshop

Head custodians master skills of multiple-choice examinations

HAUPPAUGE — Even though it was a Saturday morning and the start of a Long Island summer weekend, the large meeting room at CSEA Region I headquarters was overflowing with members listening to Nick Avella, Local 870 second vice president, explain how to improve test scores on civil service examinations.

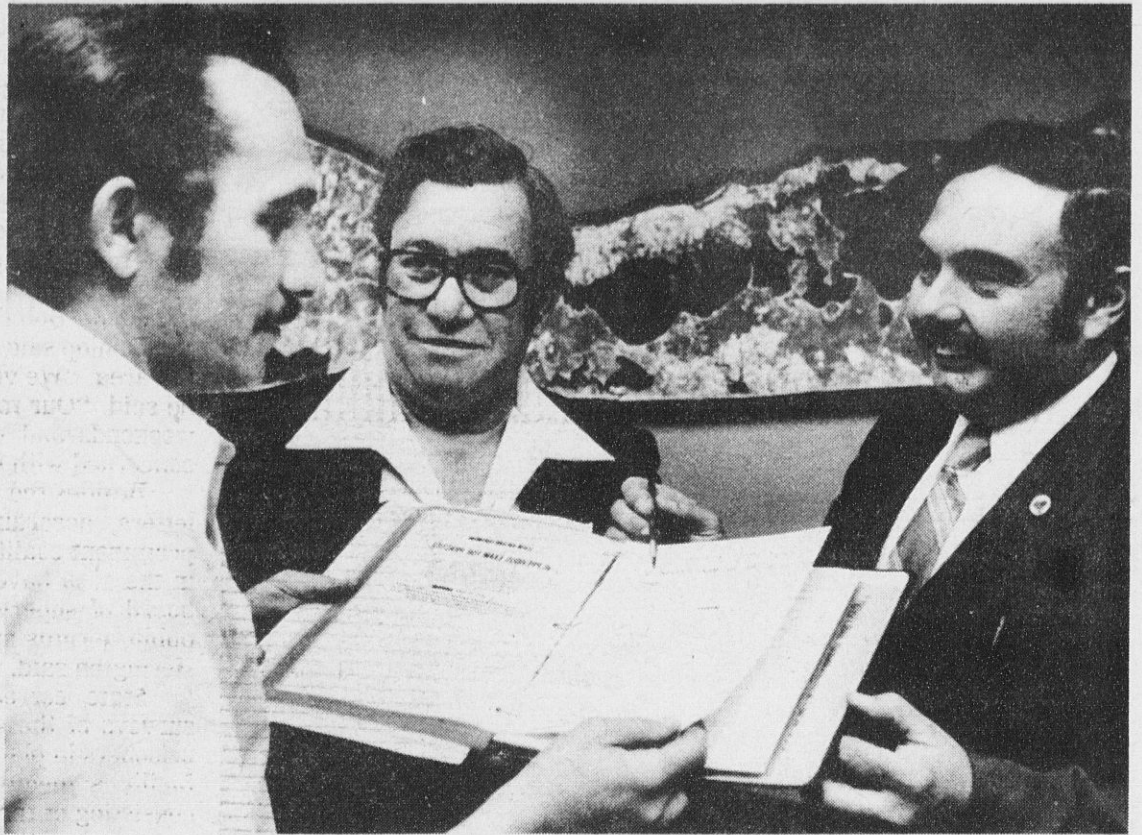
The Civil Service Testing Workshop several weeks ago was sponsored by Local 870 for chief and head custodians who will be taking promotional examinations. The half-day session featured speakers from private heating and cooling equipment manufacturers who lectured on mechanical theory and different types of boilers, as well as Avella, who reviewed the questions from past exams and discussed tactics of taking the multiple-choice tests.

In addition, materials on test-taking strategy supplied by ARCO books, the publisher of texts on civil service occupations were distributed.

"These workshops are a big success," Avella said. "Many people come up to me and say we have helped them improve their scores on the examinations."

Since the first workshop was put on by CSEA in January, they have proved as popular with members that six additional sessions were given. Attendance at each workshop increased, Avella said.

"At first we held them out east in Suffolk County. But it was difficult for members from Nassau to get out there. Now we have the region office in the center of the Island which is convenient for both counties," said Tony Catarelli, third vice president, who helped run the workshop.



REVIEWING OLD TESTS at the Civil Service testing Workshop are, from left, Ernest Eichmuller of the West Islip Schools, and Tony Catarelli and Nick Avella, both from the Suffolk Educational Local.

Jobless rate levels at 9.5%

WASHINGTON — The nation's jobless rate hung at 9.5 percent in June as the key manufacturing sector weakened and unemployment jumped among adult men, according to the Labor Department.

The report indicated the jobless rate might have been higher were it not for the early survey week in June. The normal reduction in school jobs had not yet occurred and the full flood of youthful jobseekers had not yet been fully recorded since many were still in school.

Dr. Janet Norwood, Commissioner of Labor Statistics, told the congressional Joint Economic Committee that, while the jobless rate was unchanged at 9.5 percent, "the labor market appears to have been somewhat weaker in June than it was in May."

Employment declines were especially large in machinery and textiles she said, but small reductions occurred in almost all factory areas. Only one-third of the nearly 200 non-farm industries tracked by BLS showed

higher employment in June compared to 50 percent showing gains in May, she said.

"It is nonsense to talk about the recession ending given this persistent, high rate of unemployment," declared AFL-CIO Secretary-Treasurer Thomas R. Donahue.

"While the overall rate stayed at 9.5 percent," Donahue said, "that rate disguised new record high-level unemployment among adult men, black teenagers and factory workers, and for individuals who have given up the search for work."

"With this sad background," Donahue continued, "the effect of President Reagan's recent veto of job-creating, homebuilding legislation comes into sharp focus. This calling action ignored the demand of 12 million Americans for jobs and the necessity for a national policy to create jobs."

The national jobless rate was 7.4 percent in June 1981 as the recession got under way. It hit 9.0 percent in March, rose to 9.4 percent in April and edged up to 9.5 percent in May.



POSTS FILLED — The 5,600-member Westchester County unit has some new faces at the CSEA office in White Plains. Mary Naylor Boyd, center, is now "business agent" while Francis Troxel, right, is Grievance Committee chairman. Unit President

Jack Whalen, left, explained Ms. Boyd's duties will include working on requests for legal assistance while Mr. Troxel will administer the grievance process and oversee shop stewards.

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Craig Local turns to power of pen to fight conversion to prison



SONYEA — The power of the pen will be mightily tested as part of the continuing fight by CSEA to halt the proposed conversion plans of several State mental health facilities into prisons.

Clarence Herington, President of Craig Developmental Center Local 405 is heading a letter-writing drive by his members and other community residents that hopefully will save the jobs of the local's 865 members.

"We are fighting this all the way to keep them out," Herington said. "We may have to get a couple of bus loads of people to go down to Albany and let them know how we feel in person. But for now we are urging everyone from around here to let their Albany representatives know by letter that we don't want this facility turned into a prison."

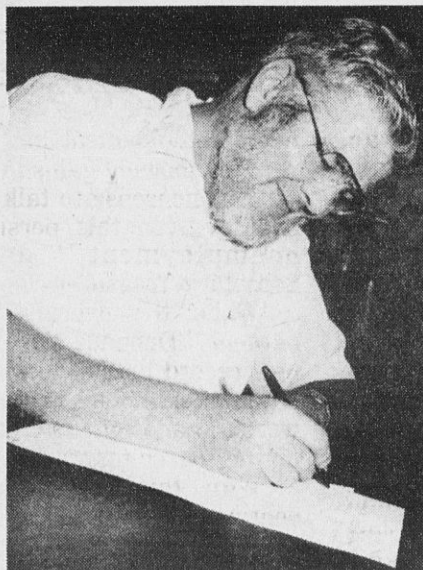
"The corrections people have said our members would have first preference for jobs and they also promised training. But who the hell can believe them," said Herington, who was joined by his local's first vice president, Bob Dunlop.

Dunlop said the proposed move would disrupt decades-long lifestyles in the area. "We've got two and three generations of families working here," he said. "Our members even take some of the clients home with them on weekends and vacations because they really become attached and are concerned with their care."

Besides the letter-writing campaign, which has generated hundreds of letters, according to Herington, the local has gained support from a prominent coalition of community interests. A council of 15 village mayors in the area have voted to oppose the plan, as have the Livingston County board of supervisors and prominent business and civic groups. Several public forums have been held with the major sentiment being opposition, Herington said.

State corrections and mental hygiene officials have made initial surveys of the grounds and are continuing preliminary plans to have 50 prisoners in place by Nov. 15. These prisoners would be separated from the facility's mentally handicapped clients by a perimeter security system consisting of three fences that would be patrolled by corrections guards.

So while the fight continues on several CSEA fronts, the Craig Center members continue their daily duties of patient care, while at the same time mounting support for opposition to total conversion of a center that has served its community for many years.



LOCAL 405 PRESIDENT Clarence Herington, left, pens a protest letter against converting Craig Developmental Center into a prison. Above, Local 405 First Vice President Bob Dunlop writes to legislators in effort to halt conversion plan, and Local 405 member Betty Cappadonia joins in letter writing campaign.

Court decision awaited to halt prison plan

(Continued from Page 1)

The legislation, specifically reserving to the legislature the right to create correctional facilities, was vetoed by Carey last week.

CSEA Attorney Michael Smith filed an action before State Supreme Court Justice Lawrence E. Kahn in Albany on July 6 outlining the union's legal objections to the plan and seeking a temporary restraining order to block any further action to implement the plan.

While the actual law suit has been scheduled for hearings to begin later this month, the request for a temporary restraining order touched off a rapid fire series of court actions.

Judge Kahn granted CSEA's motion for a restraining order, but within hours the state filed a notice of appeal effectively vacating the restraining order. Hours later CSEA was in the Appellate Division of State Supreme Court seeking to restrain the state again and a formal hearing was held on that request on July 12. By Public Sector press time the outcome of that hearing still was not known.

In separate actions, other organizations and citizens and patient advocacy groups have threatened court action to block the controversial plan. Many

agree with CSEA's contentions that the plan would harm patients even if it were legal. While the union recognizes overcrowding in prisons as a serious problem and supported the narrowly defeated 1981 prison bond issue, CSEA says the long term answer to prison overcrowding lies in another bond issue, not in converting hospitals into jails.

A lawsuit by residents in the Pilgrim Psychiatric Center community on Long Island which had prevented the transfer of inmates into Pilgrim was dismissed by the state Court of Appeals last week and within 48 hours the state began transferring inmates into vacant buildings on the grounds of Pilgrim.

While CSEA is objecting to the governor's plan at all of the facilities, only Pilgrim would remain intact as a psychiatric center under the governor's plan. At Pilgrim, inmates would be transferred into vacant buildings, but the plan supposedly would stop there. In the other three facilities, as inmates come in, patients would go out and by April of 1985, if the governor has his way, the Utica, Craig and Gowanda facilities would be prisons housing only inmates.

"This plan would hurt patients, hurt communities, hurt our members and be a clear violation of state law," President McGowan said. "We cannot stand idly by and allow this to happen. We are doing everything in our power to stop it before it goes too far."

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Southside installation

SOUTHSIDE SEWER UNIT OFFICERS were installed recently by Suffolk County Local President Charles Novo, standing right. Seated from left are First Vice President Eddie Sadowski, President Bill Lewis, Treasurer Wayne Brew and Secretary Don Gallram. Shop stewards standing from left are Joe Phillips, John Rogers, Robert Liquori, Robert Jertz and Frank Garcia.



Suffolk impasse blamed on county delays

HAUPPAUGE — After putting up with what it says was months of intentional delay by county negotiators, Suffolk County Local 852 has declared an impasse in bargaining for a new contract for its 7,000 members.

"The county was trying to stretch-out negotiations as long as possible hoping our members would eventually get desperate and accept anything the county offers them," said Charles Novo, president of Local 852.

Novo said that the tactics was not new and that the county had tried it in the past on previous CSEA administrations. "This time, we're not buying it," he said.

Novo said the impasse was declared on June 30 when a county representative refused to continue to negotiate until members of the CSEA negotiating team signed administrative leave forms to attend negotiating sessions.

"The administrative leave forms have nothing to do with negotiations sessions. They are required for leave time so unit presidents can visit their members on the job," Novo said. "The contract provides for leave for the negotiating team. We felt being asked to sign the forms at a negotiation session was an improper procedure and not part of negotiations."

The county responded to the impasse by filing an improper practice charge against the union with the Public Employment Relations Board claiming that "no impasse has been reached and that the county is ready, willing and able to continue negotiations."

Novo said that the charge is deliberately stalling negotiations and exposes the county's ignorance of the Taylor Law. "Either side in negotiations can declare an impasse. Furthermore, the county's actions show that they are even trying to hold up the appointment of a mediator." Novo added that he expected PERB to name a mediator this week.

Since March 8, when contract negotiations formally began, CSEA and the county have met at 15 bargaining sessions. CSEA formed a team and was ready to start negotiations in November of last year, Novo said, but the county first put off meeting with the union until a dispute over promotional raises, stemming from the 1981 contract, was settled.

Negotiation sessions since March have been slowed by the absence of Suffolk Director of Personnel and Labor Relations Jack Farneti. "Mr. Farneti has attended only four sessions," Novo said. "His deputy, Robert Scarito, sits in for him, but he must always check with Farneti before making any decisions. This is a deliberate stalling tactic which also shields Farneti from responsibility."

At the June 30th meeting, Scarito refused to continue to negotiate unless members of the CSEA negotiating team signed the leave forms, Novo said. When CSEA refused to sign the forms, Farneti asked that the meeting be adjourned and a meeting scheduled for July 7 be canceled so Farneti could attend a PBA convention. At that point, Novo and Collective Bargaining Specialist, George Peak, declared an impasse.

Following the impasse, Novo met with CSEA Local 852 unit presidents and received a "vote of confidence" for the union's stand. Novo said he hopes a PERB-appointed mediator will help bring both sides together but he cautioned against optimism because of what he said was the "persistent tactic of delay by the county."

"We have to let the county know that we are aware of what they are trying to do. By declaring an impasse, we have taken our members' time. I ask all members to stand behind their union during these crucial negotiations. If we are patient, if we stick together and support our union, if we refuse to accept an inadequate contract, then eventually we can win a just and equitable settlement," Novo said.

MICHAEL WEEKS A hero — 15 times over

By Richard Chernela
CSEA Communications Associate

NEW YORK CITY — Michael Weeks doesn't consider himself a hero. "I just didn't want anyone to get hurt," he said talking about the fire that swept through Cottage 6 of Bronx Children's Psychiatric Center on the night of May 3.

The tall, soft-spoken Bronx Local 401 member helped 14 of the 15 residents of the cottage to safety and then, after taking a head count, went back into the cottage, fighting his way through smoke so heavy he could barely see and breathe, and rescued the resident left behind.

When the fire alarm went off that night, Weeks was on duty by himself, charged with caring for 15 residents. There should have been three therapy aides on duty, but, as has been the facility's practice, only one was scheduled for duty.

Weeks rushed into the cottage and discovered the fire in a bedroom. He immediately began waking up the residents. The scene that followed was pandemonium. Most of the residents, severely mentally ill children, were scared and crying. One resident, an autistic child, started running around in circles, laughing.

"I didn't have time to be scared," Weeks said, "or even think about what to do. You never know how you're going to react in a situation like that, but I knew I had to get everyone out, fast."

He got the residents into a huddle and led them out of the cottage to safety.

"When we got outside, I knew right away that someone was still inside," Weeks said. "I counted heads and found there were only 14 kids."

Despite the heavy, black smoke pouring out of the cottage Weeks went back in.

"I knew who was still in the

cottage," he said. "I went right to his bed. He was still sleeping when I got to him."

Weeks led the patient to safety through the intense smoke.

A happy ending? It should be, but Weeks genuinely cares about the residents of Bronx Children's Psychiatric Center. There is a touch of bitterness apparent as he talks about his act of heroism. "Before the fire," he said, "my co-workers and I had been talking about the shortage of staff here and the problems of working by yourself."

"We agreed that something might happen; well, it did."

Despite the fire and the staffing regulations of the Office of Mental Health, the night after the fire Weeks was again on duty by himself.

"They had a fire and no one got hurt," he said. "Does somebody have to get killed before they realize we need more staff?"

"If someone had gotten hurt, you'd better believe Mike would have been brought up on charges," said Local 401 President Ernest Punter.

Punter noted that the center's administration ignored Weeks' bravery. "They didn't even know what happened," he said. "And when we recognized Mike, the director didn't have the decency to accept our invitation to participate. He sent a nursing supervisor to represent administration."

But perhaps the most important recognition that Weeks received was from the children. At the formal presentation of a trophy from the local, the children told the crowd of residents and employees what happened the night of the fire.

"I didn't know what was going on when he woke me up," said the child who Weeks went back into the cottage for. "There was an awful lot of smoke. He saved my life."

The cheers and hugs from the children clearly moved Weeks.

"I didn't know what was going on when he woke me up," said the child who Weeks went back into the cottage for. "There was an awful lot of smoke. He saved my life."

"THE FIRE STARTED on a bed like this one," Weeks said. "The plastic mattress generated heavy, black smoke."



BRONX LOCAL 401 MEMBER MICHAEL WEEKS proudly displays the trophy awarded to him by the local for his "exceptional courage and bravery" in rescuing 15 residents of Bronx Children's Psychiatric Center from a fire. Looking on are (l to r) Local 401 Grievance Chairman George Austin and Local 401 President Ernest Punter.

Nassau COs under 'tremendous stress'

EAST MEADOW — Jerry Donahue, president of Nassau County CSEA Local 830 recently escorted Peter King, Nassau County Comptroller on a tour of the Nassau Correctional Center as part of King's investigation into why large amounts of overtime are being paid to correction officers at the facility.

The Nassau Center is understaffed and overcrowded and overtime last year reached a record of \$15.1 million up from 8.5 million in 1980. Donahue toured the Comptroller throughout the jail showing him the overcrowded tiers and the lack of sufficient staff. The jail's capacity is 517 but currently the inmate population is more than 700, Donahue told King.

"The Correctional Center has one of the largest deficits in the county and I've taken a special interest in it. I've been working closely with Jerry Donahue, who is a correction officer, on this problem because he thinks it's important for governmental officials and union officers to work together," King told reporters at a press conference he and Donahue held after the tour.

King said he was impressed with the performance of the correction officers he had observed. "These correction officers are under tremendous stress. I don't know how they do their jobs. If they let their guard down for a minute, the whole place could go up."

Construction is underway to expand the cell capacity of the Center and the comptroller promised that he would expedite the signing of a consent decree by the county which would allow the county to hire an additional 20 correction

officers immediately and another 12 later this summer. A job freeze had been in effect while a 1980 lawsuit alleging sex discrimination by the county which did not allow its women employees to work in the men's section of the Center was pending. The suit was settled in December, 1981.

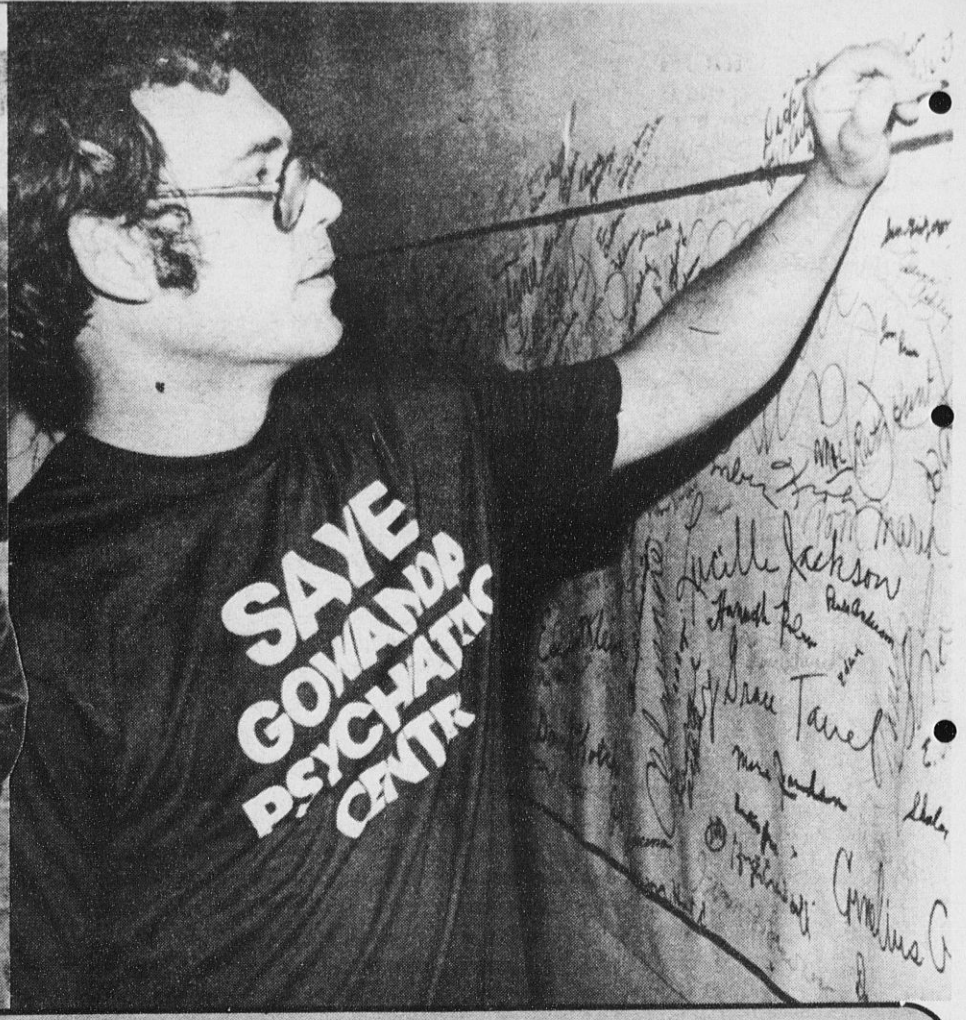
While the county was unable to hire correction officers, the inmate population of the facility swelled to more than 1,000 during several periods over the past three years.

Under the administration of a former warden, correction officers were sometimes locked in the Center and forced to work extra shifts. Correction officers responded by a series of job actions. The warden was dismissed and some of the prisoners transferred to other correctional facilities upstate.

However, as Donahue pointed out, overcrowding, understaffing, and high overtime continue at the jail because of the discrimination suit and because of the rise in crimes and convictions in Nassau County.

"We realize the bind that the county is in and we are willing to work overtime but correction officers are only human and they reach their limits after a number of hours on the job," Donahue said.

Conditions have improved somewhat since December when the discrimination suit was settled and the County hired 20 new officers but the jail still needs more officers, according to Donahue.



Gowanda workers rally against conversion plan

By Ron Wofford
CSEA Communications Associate



CSEA REGION VI PRESIDENT Robert L. Lattimer confers with Local 408 President Doris Smith about the situation affecting Gowanda.

GOWANDA — "What's going to happen to our patients?" asked Doris Smith, a mental hygiene therapy aide who is also president of CSEA Local 408 at the Gowanda Psychiatric Center.

The concern evident in her question was echoed by more than 100 fellow union members who joined here in drizzling rain to picket state Mental Health and Corrections officials who were surveying the Gowanda grounds as a prelude to implementation of Gov. Carey's plan to convert the long-time psychiatric center into a medium security prison over a two-and-a-half year period. Many patients and some members' children from the day care center here joined in the orderly protest.

President Smith's question went largely unanswered as did others that were hurled at a Mental Health official, who met with staff and patients in an emotionally-charged meeting to "reassure" those concerned that "only phase one is being implemented, at present."

Phase one calls for 250 prison inmates to be housed on the grounds by Dec. 1, in buildings fenced off from the patients areas.

CSEA opposition to the state plan had earlier been announced by Region VI President Robert L. Lattimer and CSEA President William L. McGowan. The union also initiated a lawsuit to block it, not only at Gowanda, but also at Craig, Pilgrim and Utica mental health facilities, where similar conversions are proposed.

Local 408's activities opposing the plan have included gaining petition signatures, official resolutions and letter-writing campaigns to state legislators.

Local 408 President Smith and her son Matt, also a state employee, have even used their public address system-equipped cars to drum up public support against the prison conversion plan.

Region President Lattimer blasted the "vagueness" of the plan, the final version of which he said has not been reduced to paper, and which "leaves the jobs of 600 members in jeopardy."

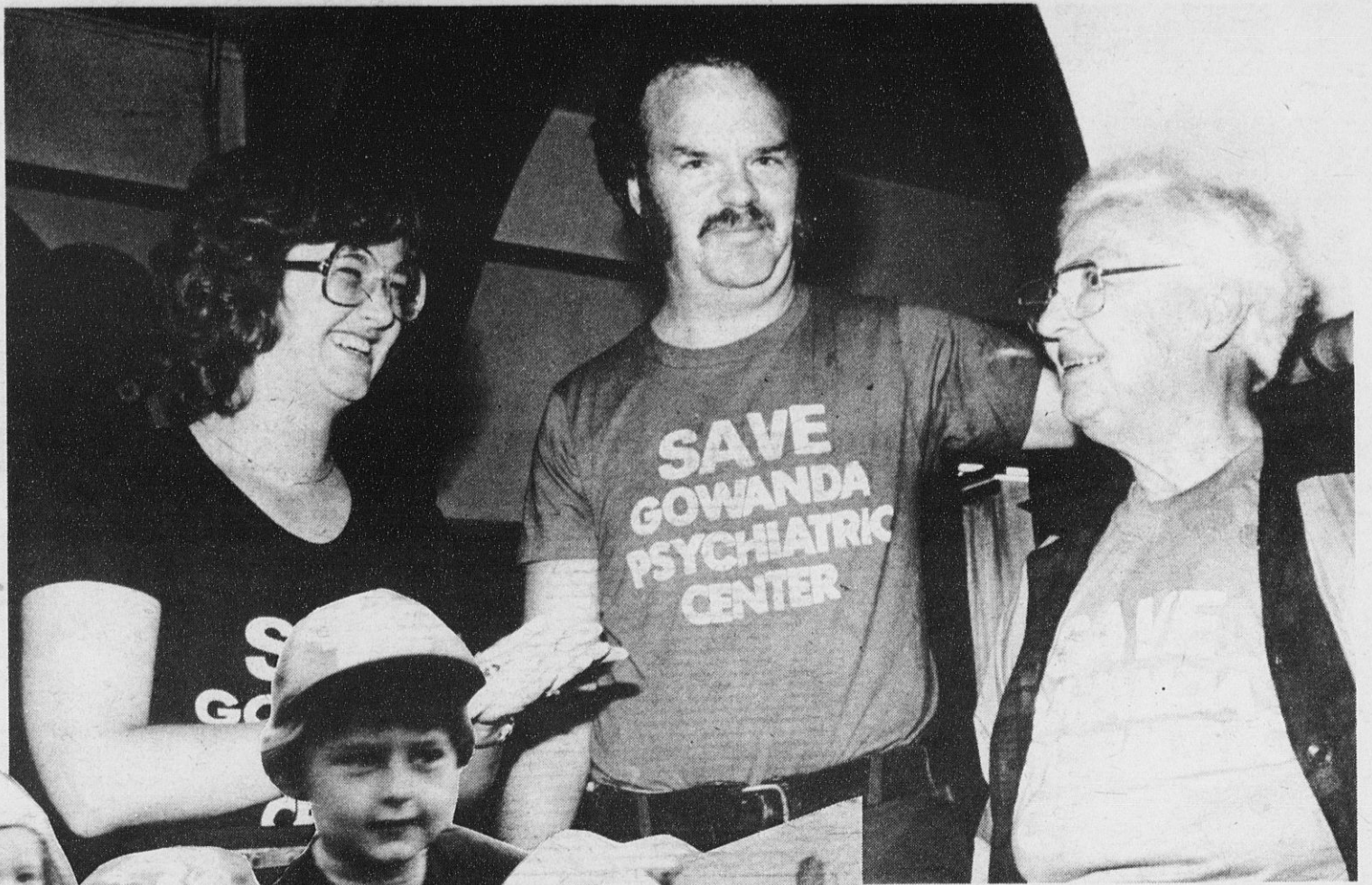
Lattimer lauded a statement by Lt. Gov. Mario M. Cuomo, CSEA-endorsed candidate for governor, which called the Gowanda proposal a "mistake", and called on all other gubernatorial candidates to oppose it.

Amid the furor surrounding the concerns for job losses and prisoner placements, a note of poignancy was rung when a mental patient asked the state's Mental Health representative, "who's going to cook our food?"

And as CSEA continues its fight against a plan that threatens staff-patient relationships and jobs built up over many years, that patient's question has still not been answered.

RICHARD WRIGHT, in photo at left, adds his name to those of hundreds already on giant petition which protests conversion of Gowanda Psychiatric Center into a prison facility.

LONG TIME CSEA ACTIVIST MAE BULL, far right, returned to the scene where she fought many battles on behalf of union members prior to her retirement a few years ago to help in the protest. Her presence is applauded by Sue and Dennis Wilson. Dennis is the CSEA operational representative from Gowanda.



Vagueness of plan worries both patients and employees

SWITCHBOARD OPERATORS Helen Chapman, lower left, and Mary Van Note wear "Save Gowanda Psychiatric Center" T-shirts to denote their strong opposition to prison conversion plan.



Legal decision aids employees injured on the job

ALBANY — An important legal win in behalf of a CSEA member should correct an inequity affecting public employees absent from work because of on-the-job injuries.

The recent New York Court of Appeals ruling (Jefferson v. Bronx Psychiatric Center) involved a state employee who was required to use accumulated leave credits for the first 10 days of absence, as provided by the State/CSEA contracts.

CSEA Attorney Pauline Rogers explained that in the past, the Worker's Compensation Board, which argued the case for the employee it represented, would direct the insurance carrier to pay a "credit" to the employer. This amounted to a reimbursement to the state for each day the employee received sick leave credit payment.

"The inequity was that although the state received payment from the insurer, this payment was never passed on to the injured employee," Rogers explained. "With certain limited exceptions, the employee's leave credits used during the first 10 days of absence were not restored."

The Court of Appeals held that the employee was entitled to receive the worker's compensation benefits in such cases, and that the State Insurance

Fund should make the benefits payable to the employee.

"This decision has a great deal of practical impact on CSEA State Division members," Rogers said. "Keep in mind that we're talking about an employee in the Institutional, Operational or Administrative bargaining units who suffers on-the-job injuries and who claims occupational injury leave with pay. And we're assuming the employee ultimately gets a favorable ruling from the Worker's Compensation Board."

If the employee used leave accruals during the first 10 days of absence, and those accruals are not restored, then the insurer (usually the State Insurance Fund) must pay the benefits to the employee. This worker's compensation benefit usually amounts to two-thirds of the employee's salary.

If the employee does not utilize leave credits during the first 10 days of absence and is on leave without pay during that period, the State Insurance Fund must make the worker's compensation benefit payable to the employee. (This was the practice prior to the Jefferson decision.)

"There are also some cases where the employee is required to use leave credits for the entire absence, and not just for the first 10 days," the

attorney pointed out. "In these cases, we believe that either the employee's leave credits must be restored or the worker's compensation benefit must be made payable to the employee."

"Although the employee is not entitled to both these benefits, we're recommending that the employee pursue both options until there's a determination as to which benefit will apply."

This means, she explained, that employees required to use leave credits during the entire period of absence and whose leave credits are not restored after the worker's compensation board award has been made, should take two actions:

- File a contract grievance alleging a violation of the occupational injury leave with pay and the benefits guaranteed articles of the CSEA contract.
- Make a request to the Worker's Compensation Board for a direct payment of benefits.

"We also conclude that the Jefferson decision extends far beyond the three State/CSEA collective bargaining agreements," Rogers added. "We believe it applies in all cases, including those in political subdivisions, in which the employer does not restore accrued leave credits an employee is required to use for an on-the-job injury absence."

Region V CSEA scholarship winners



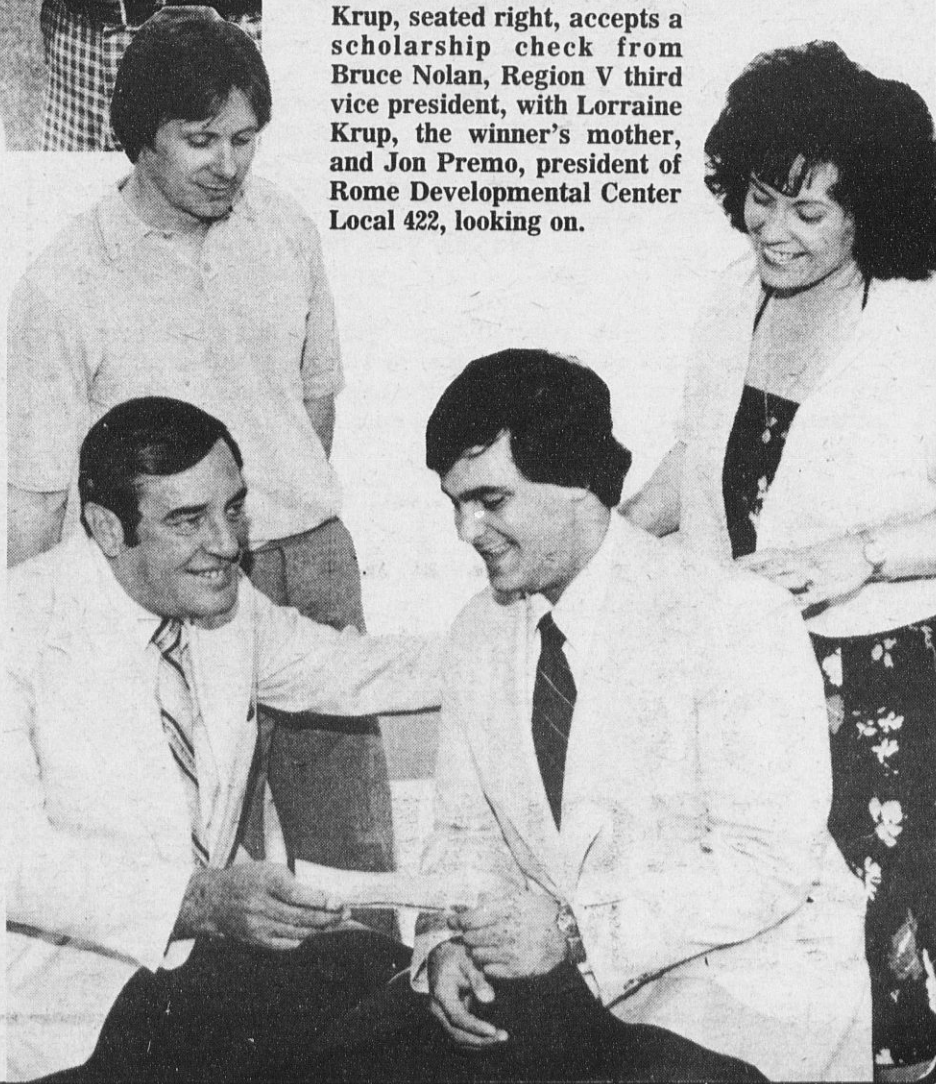
A GOOD DAY FOR A KNIGHT — Bradley Knight, second from left, son of Mr. and Mrs. Edward Knight, at right, accepts his scholarship check and merit certificate from George McCarthy, Region V executive secretary, at an informal presentation held recently in Ogdensburg.

Photo courtesy of Ogdensburg Journal

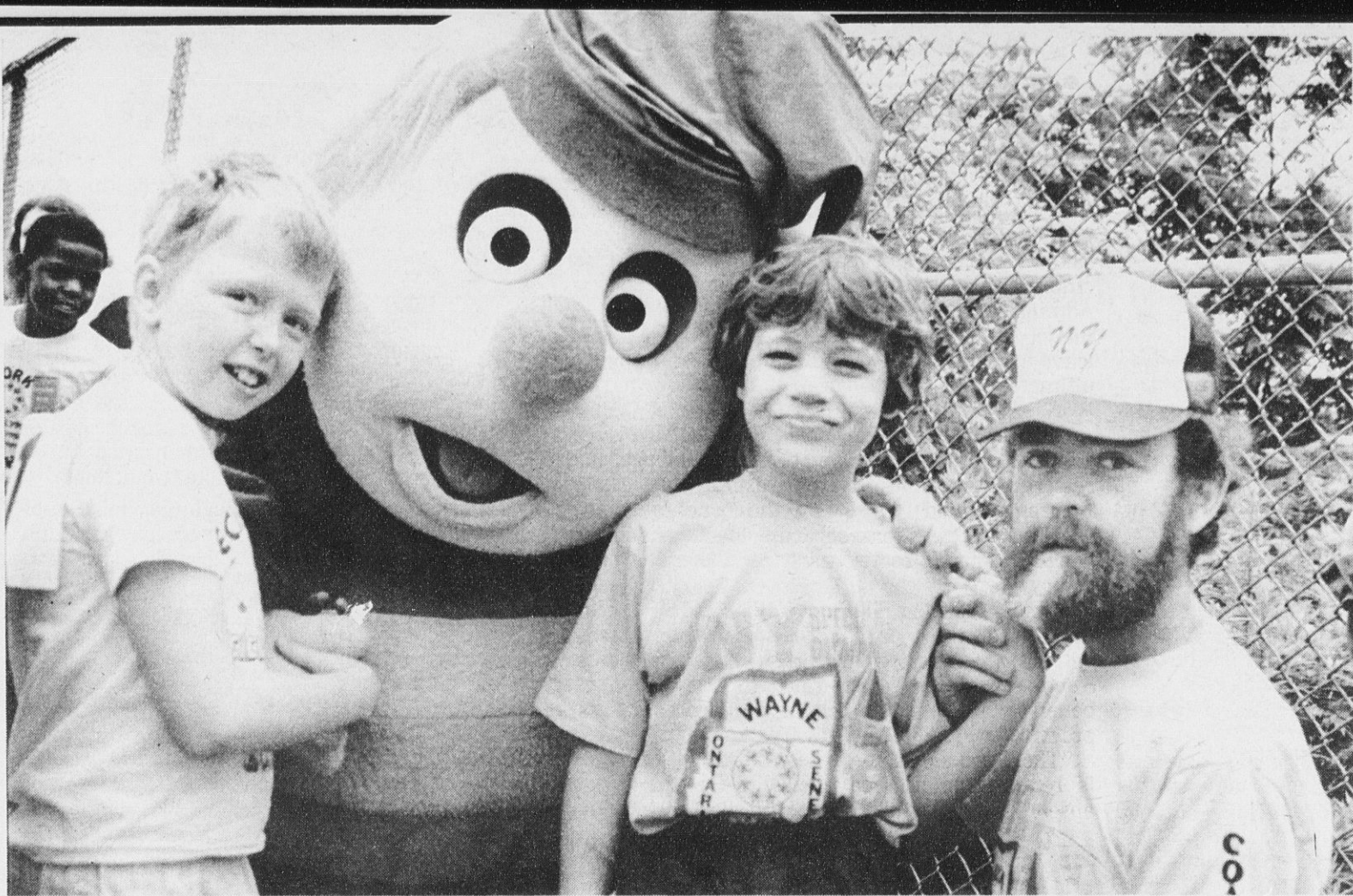


Photo courtesy of Watertown Daily Times

SMILES FOR A SCHOLARSHIP — Kim Gill, center, accepts her CSEA 1982 scholarship check from Richard Grieco, right, president of Jefferson County Local 823, as proud parents Regina and Lee Gill share the happy occasion.



COLLEGE BOUND — Albert Krup, seated right, accepts a scholarship check from Bruce Nolan, Region V third vice president, with Lorraine Krup, the winner's mother, and Jon Premo, president of Rome Developmental Center Local 422, looking on.



THAT'S ENTERTAINMENT — Baxter, of the children's television show, "The Great Space-Coaster," was on hand to entertain the competitors and the spectators at the New York State Special Olympics recently. Newark Developmental Center Local 417 member Patrick Healy brought residents of the center to the games.

How one CSEA local got involved and helped raise money for Special Olympics

ALBANY — In a mere two weeks, Local 670 Vice President Barbara Charles proudly handed over a check for \$2,700 to the Special Olympics Committee.

"The event was great for everyone's morale," Charles said, noting that it couldn't have happened without CSEA's help. The union is an avid supporter of the annual games, which build character and strength for hundreds of mentally and physically disabled children and adults. The 1982 Summer Olympics were held in June in New York City, and many CSEA members participated.

Charles' fund-raising event was a combined runathon and walkathon. "We made it mandatory for all officers to take part, and since we're all out of shape, that was a real draw for sponsors," Charles mused.

She offered several suggestions for those interested in fundraising:

- Form a small committee of hard-working CSEA members.
- Get permission from your regional headquarters for the event.
- Ask a noted official to serve as honorary chairperson of the event. "When we had the OK for the labor commissioner as chairman, materials and resources were easier to come by," said Charles.
- If the event is to take place on state property, write to the state Office of General Services for permission.
- Set a date — and a rain date. Draw up forms to be signed by all participants exempting the state and your local from responsibility for injuries.
- Make posters and hang them on bulletin boards to publicize the event. Submit articles to your local newspaper and The Public Sector.
- Ask a committee member to distribute the sponsor/release sheets and handle all the money. In Charles' case, each sponsor contributed a

minimum of 50 cents for the two-mile run. "One runner went out and raised \$300," she noted.

Anyone interested in organizing their own fund-raising event should fill out the coupon below to receive an information packet, sample posters and all the necessary forms.

Yes, I can help.

Please send information on how to set up fund raising events for Special Olympics.

Name _____

Address _____

Send to: CSEA Supports Special Olympics
33 Elk Street
Albany, New York 12224

SOMETHING SPECIAL FOR SPECIAL OLYMPICS

For coverage of
the 1982 New York State
Special Olympics Summer Games,
held last month in New York City,
turn to Pages 10 & 11

Everyone a winner at Special Olympics weekend

NEW YORK CITY — WNBC sportscaster Marv Albert was there. So were New York Yankee Rick Cerone, New York Islander Bryan Trotter and several sexy television soap opera stars.

But the weekend belonged to the competitors, more than 1,000 very special people who came to New York City June 18-20 for the New York State Special Olympics.

An overcast sky and intermittent rain couldn't dampen the spirits of the Special Olympians, competing in diverse, challenging events, ranging from the 50-meter dash to the mile run, the long jump to the high jump, the softball throw to the frisbee throw, swimming to diving.

The hard work and dedication of nearly 2,000 volunteers, including many CSEA members, helped make this year's Special Olympics extra special for the athletes who personified the Special Olympics motto: "Let me win, but if I cannot win, let me be brave in the attempt." Win or lose, every Special Olympian gave his all and, judging by the

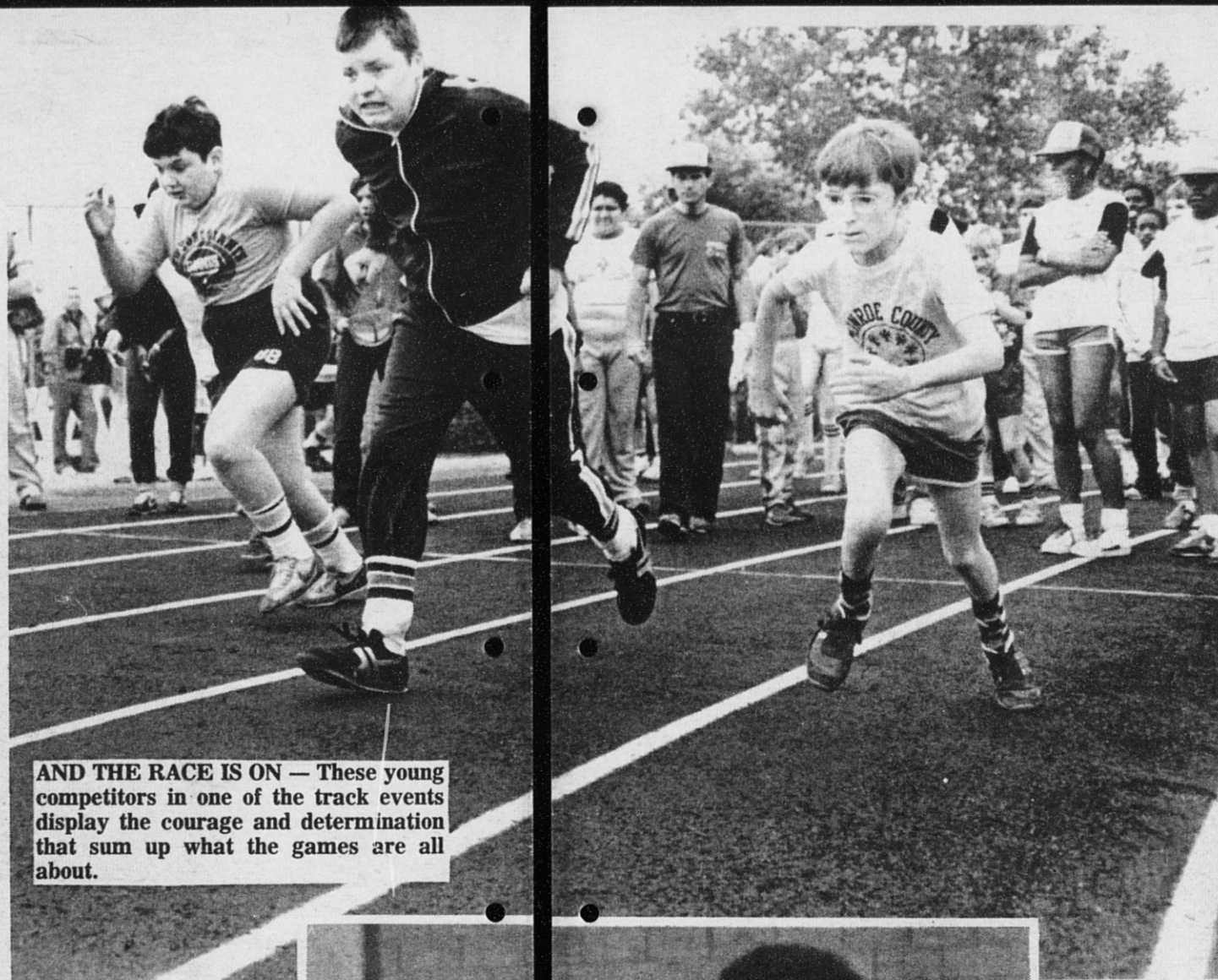
ever-present smiles, delighted in the competition.

"This is the high point of the year for most of them," said Suffolk Development Center Local 1st Vice President Jerry Brooks. Brooks, part of the Suffolk D.C. delegation to the games, led the fight to include wheelchair races in the New York State Special Olympics. Due in part to his efforts, there are now three separate wheelchair races: 25-meter and 100-meter races and a 30-meter slalom race.

This year's games were held in tribute to Dorothy Buehring Phillips, founder and past president of the New York State Special Olympics. It was under her leadership that the New York State Special Olympics has grown to serve more than 40,000 mentally handicapped children and adults through the dedication of 14,000 volunteers.

Perhaps the spirit and purpose of the games was best summed up by a Special Olympian who, displaying his medal, asked, "Are you proud of me?"

We sure are!



AND THE RACE IS ON — These young competitors in one of the track events display the courage and determination that sum up what the games are all about.

"In Special Olympics it is not the strongest body or the most dazzling mind that counts.

It is the invincible spirit which overcomes all handicaps.

For without this spirit winning medals is empty. But with it, there is no defeat."

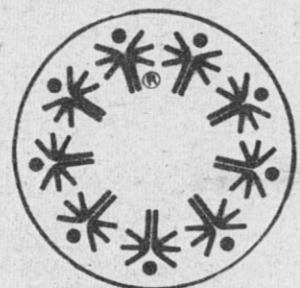
Eunice Kennedy Shriver



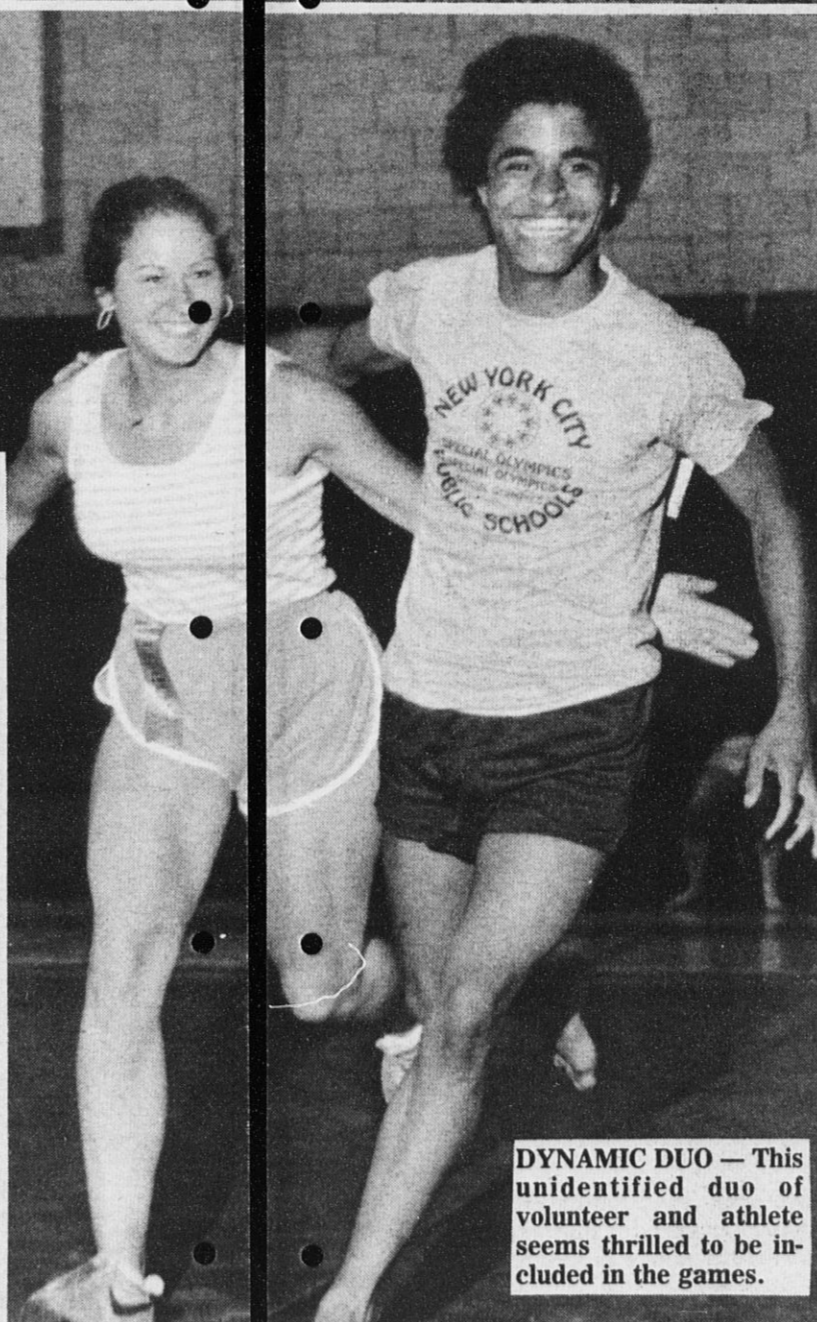
A FAMILY AFFAIR — The Special Olympics is a family matter for Rockland County Local 844 member Gloria Botwinick, left, whose son Michael, standing beside her, competed in the 50-meter dash. Her husband Arnold, daughter Barbara and Michael's grandparents, Mr. and Mrs. Samuel Bass, all came to cheer on Michael.



TIME OUT — Wilton Developmental Center Local 416 member Dawn Milanese, a Special Olympics volunteer, is shown with two of her charges in a restful moment.



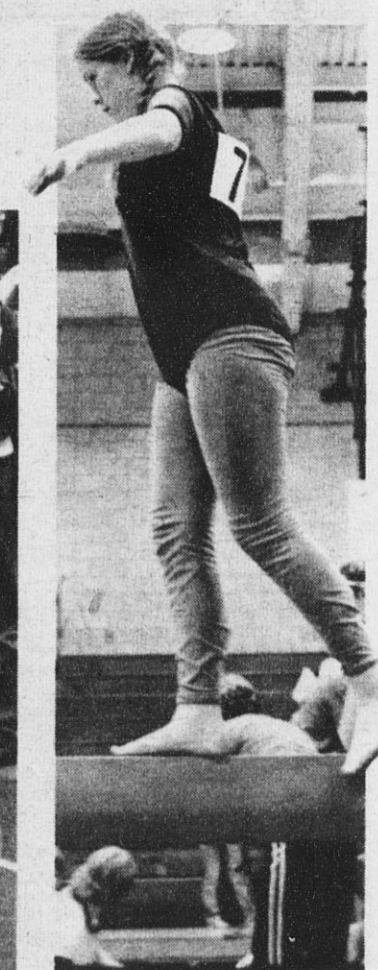
A SPECIAL SONG — Tiffany Willoughby, lead singer of Talent Unlimited, belts out her group's latest hit, "Last Dance," to the obvious delight of one of the Special Olympians.



DYNAMIC DUO — This unidentified duo of volunteer and athlete seems thrilled to be included in the games.



YOU CAN DO IT! — Suffolk Developmental Center Local 430 First Vice President Jerry Brooks urges on a wheelchair race competitor.



HIGH ON THE GAMES — This young girl gracefully negotiates the balance beam, one of several events included in the gymnastics competition.

GOP budget axe chops 13 workers

TROY — Despite the protests of union pickets and emotional appeals by the union officials to "cut waste, not people," the Republican-controlled Rensselaer County Legislature has cut \$1.2 million from the county budget and laid off 13 county employees.

"The number of proposed layoffs has dwindled from a supposed high of 50



now to a figure in the low teens which proves that the whole concept is a politically calculated charade," Carol Larpenteur, CSEA Rensselaer County Unit president, told the press reluctantly.

"The county has a budget of \$69.7 million and even the layoff of 25 employees in the unionized ranks would have only saved \$250,000 or .0036 percent of the whole budget. Now that the layoff number has been cut to 13, the savings is only \$110,000 or an insignificant percentage. The cost of laying off these individuals is more than what the county says it is going to save."

More than 100 Rensselaer County Unit members manned an informational picket line from the end of the county work day to the starting of a special legislative session on the budget cuts. The cuts and layoffs were proposed by County Executive William Murphy, a Republican, and were unanimously enacted by 11 Republicans and unanimously opposed by 8 Democrats.

The layoffs include four members of the county probation department, four employees of the social services department, three county jail guards, a planning department employee, a purchasing department employee and one building maintenance worker.

"The cuts don't make sense. If the county had already found more than one million dollars in nonpersonnel funds a little extra effort could have found another \$110,000.

There is waste and fat in the Rensselaer County budget, money that could have been used to save jobs and retain taxpayer services. But that might have meant that management would have had to do without its perks and you know that politicians never tighten their own belt," Larpenteur concluded.

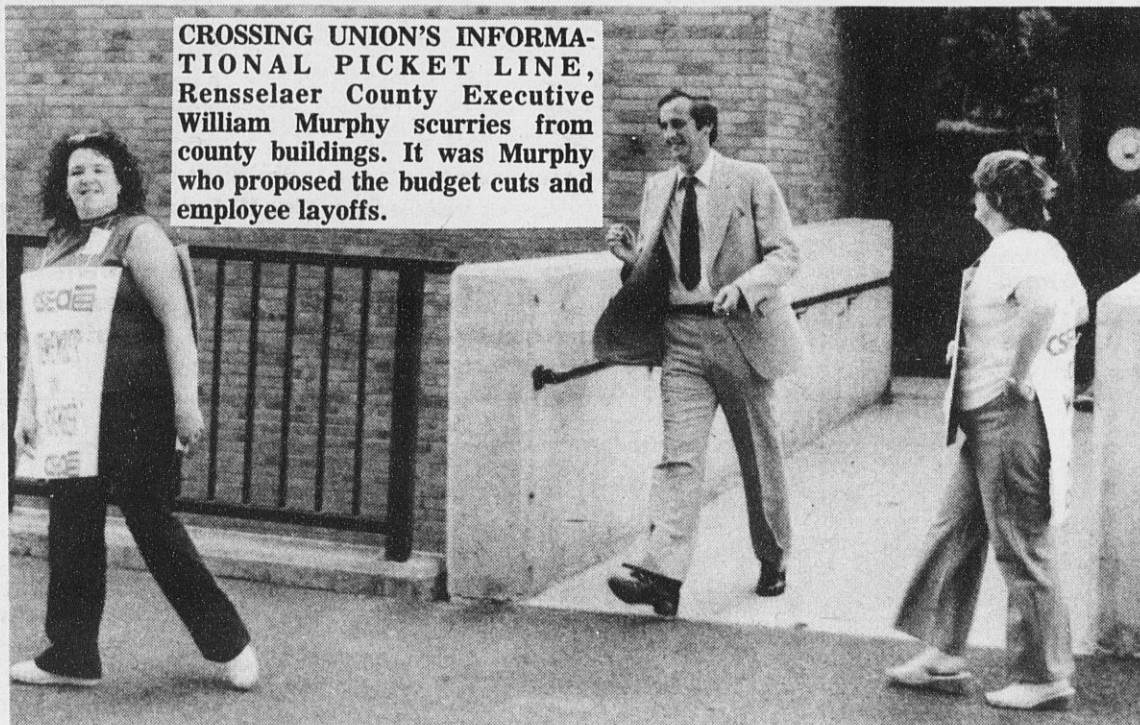
And it wasn't supposed to happen, say stunned members

TROY — It wasn't supposed to be happening. County management had promised no layoffs, department commissioners had pledged that no one was going to get a pink slip. But now Thursday morning, July 1, pink slips were being delivered to 13 Rensselaer County employees and every county worker felt sick.

It was a sudden move, a move that angered management level personnel. But after a closed door session with top level county management the mid-level personnel had the dirty work to do. Some did it fast like a coup de grace, other did it with tears of betrayal in their eyes and self anguish in their quaking voices.

One upper echelon person reportedly choked, "Dammit, he (Murphy) takes all the credit in the good times and gives up all the dirt to do in bad times."

Others looked at the layoff list and pointed out the fallacy of the cutbacks. The probation department was saving the county taxpayers



money, not costing money; the positions in social services were federally funded, not paid for by the county; the jail guards were supposed to be aided by a rent-a-cell program that was not yet off the ground; and the cutbacks in the road patrol put the hill towns and rural areas of the county in a bad security position.

During the legislative session, Gene Pinto, a

CSEA shop steward in social services, made several logical points to the legislature as to why the layoffs of 13 county workers should not be made. But his most telling point did not sit well with the legislative body. "Why cut five \$10,000 per year service-performing workers when you can save the same amount by cutting one \$50,000 a year non-productive management person?"

Upstate Medical Center dismisses discipline case against LPN

SYRACUSE — CSEA recently learned it won another battle against class discrimination when a notice of discipline against an LPN at Upstate Medical Center was withdrawn.

Last October 16, at approximately 2:30 PM, Beatrice Jenkins, an LPN at the giant medical facility in Central New York, was ordered to work a second shift. The reason given for the ordered overtime: two RNs and one HCT (Hospital Clinical

Technician) had purportedly called in sick.

According to Ken Burwell, vice-president and grievance chairman of CSEA Local 615 at the facility, Jenkins explained to her supervisor that she could not work another shift because she had made a previous personal commitment, and it would be impossible to change her plans so late in the day.

Several weeks later, Jenkins was served with a disciplinary notice citing refusal to work unscheduled

overtime and failure to explain why. UMC management proposed a penalty of the loss of 40 hours leave credits and a letter of reprimand.

CSEA immediately filed a grievance. At the second step hearing, CSEA officials questioned management as to why the head nurse waited until 2:30 P.M. to ask the grievant to work overtime. During a lengthy discussion, it was eventually brought out that the head nurse, after reviewing staffing needs, actually required

an extra LPN, rather than a cover for call-ins.

More than five months after the incident occurred, management withdrew the notice of discipline.

Bob Vincent, Local 615 president, was quick to point out this case was another in a series of victories for CSEA, and another example of the union's continuing fight for LPNs and all members who are treated unfairly or are ordered to work overtime without reasonable notice.

Legislative scoreboard:

How legislators voted on Tier III

ALBANY — When the New York State Legislature ignored the injustices of the controversial Tier III Retirement System and enacted a one year extender of Tier III before running for cover, CSEA President William L. McGowan pledged to union members that a full accounting of the vote on the extender would be made known to union members.

Following is a listing of the official voting record of members of the State Senate and State Assembly on the one year extension bills. A vote "yes", is a vote against CSEA's position that reform of the system is needed, not extension. A vote "no", supports CSEA's position.

New York State Senate

Nay Ackerman
Aye Anderson
Aye Auer
Nay Babbush
Aye Barclay
Nay Bartosiewicz
Nay Berman
Nay Bernstein
Nay Bogues
Aye Bruno
Aye Calandra
Nay Connor
Aye Cook
Aye Dooly
Aye Donovan
Aye Dunne
Aye Farley
Aye Floss
Aye Flynn

Nay Galiber
Nay Gazzara
Nay Gold
Aye Goodhue
Aye Goodman
Nay Halperin
Aye Johnson
Aye Kehoe
Aye Knorr
Aye Lack

Aye LaValle
Nay Leichter
Aye Levy
Aye Lombardi
Aye Marchi
Aye Marino
Nay Markowitz
Nay Masiello
Aye Mega
Nay Mendez

Nay Nolan
Nay Ohrenstein
Nay Owens
Aye Padavan
Nay Perry
Aye Pisani
Aye Present
Aye Rolison
Aye Schermerhorn
Aye Smith
Nay Solomon
Nay Stachowski
Aye Stafford
Aye Steinfeldt
Aye Trunzo
Aye Tully
Aye Volker
Nay Weinstein
Nay Winikow

The list above records how individual legislators voted on the question of extending Tier III for another year. For emphasis, legislators voting FOR extending Tier III (and therefore against CSEA's position) are shown in bold-face type. Legislators not listed were absent or otherwise excused and were not recorded as voting on the issue.

New York State Assembly

Yea Abramson
Yea Barbaro
Yea Behan
Yea Bianchi
Yea Boyland
Nay Bragman
Yea Branca
Yea Burrows
Nay Bush
Yea Butler
Nay Casale
Yea Chesbro
Nay Cochrane
Yea Cohen
Yea Connelly
Yea Connors
Yea Cooke
Nay D'Amato
Yea D'Andrea
Yea Daniels
Yea Davis
Nay Dearie
Yea Del Toro
Yea Dugan
Nay Emery
Yea Engel
Nay Esposito
Yea Eve
Yea Farrell
Yea Feldman
Yea Ferris
Nay Finneran
Nay Flack
Nay Flanagan
Yea Fortune
Nay Fossil
Yea Freda
Yea Friedman
Yea Goldstein
Yea Gorski

Yea Gottfried
Yea Graber
Yea Grannis
Yea Green
Yea Greene
Yea Griffith
Nay Hague
Yea Halpin
Yea Hanna
Nay Hannon
Nay Harenberg
Nay Harris
Yea Hawley
Yea Healey
Yea Hevesi
Yea Hinchey
Yea Hoblock
Yea Hochbrueckner
Yea Hoyt
Yea Jacobs
Yea Kelleher
Yea Kennedy
Nay Kidder
Nay Kisor
Yea Koppell
Yea Kremer
Yea Kuhl
Yea Lafayette
Nay Lane
Nay Larkin

Yea Lentol
Nay Levy
Yea Lewis
Yea Lipschutz
Nay Lopresto
Yea MacNeil
Nay Madison
Yea Marchiselli
Nay Mazza
Yea McCabe
Nay Miller H.M.
Yea Miller M.H.
Nay Morahan
Yea Murphy
Yea Murtaugh
Yea Nadler
Yea Nagle
Yea Newburger
Yea Nortz
Nay Oneil
Yea Orazio
Nay Parola
Yea Passannante
Nay Perone
Yea Pillittere
Yea Prescott
Nay Proud
Nay Rappleyea
Yea Rath
Yea Reilly
Nay Rettaliata

Yea Riford
Yea Robach
Yea Robles
Yea Ruggiero
Nay Ryan
Yea Saland
Yea Sanders
Yea Schimminger
Yea Schmidt
Nay Sears
Yea Seminerio
Yea Serrano
Yea Shaffer
Yea Sheffer
Yea Siegel
Nay Siwek
Nay Skelos
Nay Smoler
Nay Spano
Nay Stavisky
Yea Stephens
Nay Straniere
Yea Sullivan E.C.
Nay Sullivan F.M.
Nay Sullivan P.M.
Yea Tallon
Yea Talomie
Yea Vann
Nay Veleva
Yea Viggiano
Yea Walsh D.B.
Yea Walsh S.P.
Yea Warren
Nay Weinstein
Yea Wemple
Yea Weprin
Nay Wertz
Yea Wilson
Yea Winner
Yea Yevoli
Yea Zimmer

The list above records how individual legislators voted on the question of extending Tier III for another year. For emphasis, legislators voting FOR extending Tier III (and therefore against CSEA's position) are shown in bold-face type. Legislators not listed were absent or otherwise excused and were not recorded as voting on the issue.

LABOR/MANAGEMENT MEET — CSEA unit officers at Old Westbury University met recently with the new university president and some of his staff. Standing from left are Unit Third Vice President Mike Rocco; CSEA Field Rep Nick Pollicino; Unit Second Vice President Ulyss Speller; University President Clyde Wingfield; CSEA Unit President Ida McDaniel; and Unit First Vice President Charlie Hendericksen. Seated from left are Unit Treasurer Fran Brenneman; Unit Secretary Anita Brix; and University Personnel Director Paula Godoy.



open competitive STATE JOB CALENDAR

FILING ENDS AUGUST 2, 1982

TITLE	DEPT.	EXAM NO.
Psychologist 1 G-21.....	IDP	39-639
Administrative Office, Transportation Region G-23.....	DOT	37-654
Supervising Aquatic Biologist G-23.....	ENCON	37-601
Supervising Wildlife Biologist G-23.....		37-602
Senior Natural Disaster Civil Defense.....	EXECUTIVE	39-610
Radiological Representative G-18		
Supervising Natural Disaster Civil Defense.....	EXECUTIVE	39-611
Radiological Representative G-22		
Director of Natural Disaster Civil Defense.....	EXECUTIVE	39613
Radiological Intelligence Section M-1 (61)		
Senior Warrant and Transfer Officer G-17.....	EXECUTIVE	37-619
Associate Sanitary Engineer G-27.....	HEALTH	37-645
Chief Sanitarian G-27.....	HEALTH	39-647
District Administrator, Public Health M-2.....	HEALTH	37-621
Sanitarian Trainee G-13.....	HEALTH	37-648
Senior Pharmacist G-20.....	HEALTH	39622
Senior Sanitarian G-18.....	HEALTH	37-620
Tax Compliance Agent II G-16.....	LBAOR	37-616
Tax Compliance Agent III G-19.....	LABOR	37-617
Administrative Services Manager I G-14.....	TAX & FINANCE	37-552
Tax Compliance Agent II G-16.....	TAX & FINANCE	37-628
Tax Compliance Agent III G-19.....	TAX & FINANCE	37-629
Tax Compliance Agent IV G-21.....	TAX & FINANCE	37-630
Tax Compliance Agent V G-23.....	TAX & FINANCE	37-631
Tax Compliance Agent VI G-25.....	TAX & FINANCE	37-618
Supervisor of Tax Compliance Field.....	TAX & FINANCE	37-632
Operations G-25		
Substance Abuse Accounts Auditor III G-23		
OFFICE OF ALCOHOLISM AND SUBSTANCE ABUSE SERVICE		39-602

COMPETITIVE PROMOTIONAL EXAMS (State employees only)

FILING ENDS AUGUST 9, 1982

TITLE	SALARY	EXAM NO.
Administrative Office (Transportation Region).....	\$26,652	25-686
Drug Abuse Rehabilitation Counselor, Senior.....	\$22,492	25-490
Field Representative (Arson) I.....	\$20,492	25-649
Field Representative (Arson) II.....	\$26,640	25-650
Mechanical Equipment Inspector.....	\$17,331	25-707
Public Health Sanitarian.....	\$16,538	20-980
Sanitarian, Senior.....	\$20,693	25-668
Sanitarian Trainee.....	15,673	20-979
Director, Improved Pregnancy Outcome Project.....	\$32,100	28-401
Health Publications Editor, Assistant.....	\$20,492	28-398
Health Publications Editor.....	\$28,900	28-399
Rehabilitation Hospital Education and Staff.....	\$23,975	28-387
Development Specialist (Nursing)		
Rehabilitation Hospital Education and Staff.....	\$23,975	28-386
Development Specialist (Occupational Therapy)		
Supervisor of Rehabilitation Hospital Education and Staff Development.....	\$28,900	28-388
FILING ENDS SEPTEMBER 13, 1982		
Natural Disaster/Civil Defense Radiological.....	\$16,383	28-370
Representative		



by Dr. Phillip L. Polakoff

Work and Health

By Philip L. Polakoff, M.D.
Director, Western Institute for
Occupational/Environmental Sciences
Berkeley, CA 94704

Formaldehyde — a potential cause of occupational cancer — is an especially troublesome substance because American industry uses so much of it in so many different ways.

By this time next year, U.S. consumption of formaldehyde is likely to exceed 7.5 billion pounds, up from 6.4 billion pounds just four years ago.

Half of it will be used to produce synthetic resins, such as urea-formaldehyde or phenol-formaldehyde. These resins are mainly used as adhesives in making plywood, fiberboard and particleboard. Urea-formaldehyde is used in various coating processes, in paper products and, until recently, in making foam for insulation.

Acetyl resins, made from formaldehyde, are used to mold plastic parts for automobiles, home appliances, hardware, and garden and sporting equipment.

Are some of your clothes "shrink-proof" and "crease-resistant?" Does the tissue you use have "wet strength?"

You can thank formaldehyde and some of its chemical next-of-kin for all these conveniences.

Formaldehyde is even used in some medicines because it can make viruses, venoms and irritating pollens less toxic.

All these different uses for formaldehyde aren't meant to scare you away from using the products. The wide variety is listed simply to indicate how widespread the use of formaldehyde is in industry. It's the workers in those manufacturing situations who most need to be on the lookout for overexposure.

On April 15, 1981, the National Institute for Occupational Safety and Health (NIOSH) issued a bulletin recommending "that formaldehyde be handled as a potential occupational carcinogen and that appropriate controls be used to reduce worker exposure." The recommendation was based on studies showing that exposure to formaldehyde could cause nasal cancer in laboratory rats and mice.

Most chemicals known to cause cancer are also capable of causing a change in the genetic material of cells. Scientists have known for a long time that formaldehyde can cause such mutation.

There are other adverse health effects associated with exposure to formaldehyde. Concentrations ranging from 0.1 to 5 parts per million parts of air (ppm) can produce burning, watery eyes and general irritation of the upper respiratory passages. At higher levels — 10 to 20 ppm — there may be coughing, tightening of the chest, a sense of pressure in the head, and palpitation of the heart. Exposure to 50 to 100 ppm and above can cause serious injury, such as fluid in the lungs, inflammation of the lungs, or even death.

Inflammation of the skin — dermatitis — may suddenly appear after a few days of exposure to formaldehyde solutions or resins made from the chemical. The reddish, itchy reaction may show up on the eyelids, face, neck, scrotum, fingers, back of the hands, wrists, forearms or other parts of the body — particularly where they are rubbed by clothing.

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has set acceptable air contamination standards for formaldehyde concentrations. These range from a time-weighted 8-hour average of 3 ppm to a 5 ppm ceiling during that time. A 10 ppm maximum during any 8-hour shift is acceptable for no longer than 30 minutes total during the shift.

One woman's battle against Tier III

By Ron Wofford

CSEA Communications Associate

MAYVILLE — The one-year extension of Tier III of the New York State Employee Retirement System recently passed in the State Legislature despite massive and intensive lobbying by CSEA. For one CSEA member who knows firsthand, the effect of the extension is "vicious."

Agnes B. Howard, a Chautauqua County employee since 1976, was informed last August by the retirement system that her annual pension would amount to approximately \$503. The fact that she had 10 additional years as a public employee in the 1940's would have no bearing, she was told.

"One especially brutal aspect of Tier III," said Mrs. Howard, who had planned to retire in March of this year, "is the offset or deduction of up to 50 percent of Social Security benefits from Tier III employee pensions."

In Mrs. Howard's case, however, Tier III would deduct a "simulated" Social Security amount because her earlier public service and subsequent employment for her husband did not require Social Security contributions.

"My annual pension would have been \$2,289 without the "offset," she said, "still a paltry figure for retirement income, but obviously more acceptable than \$503 a year."

Not one to take such matters without a fight, the feisty Mrs. Howard waged a remarkable one-woman lobbying campaign that included sending letters to every state senator and assemblyman urging a repeal of the "unfair sections of Tier III."

"I did it for more than just myself," she declared. "A lot of younger people are not aware of how this will affect them down the road when they are ready to retire or vest their retirement rights after 10 years or more of public service."

"They've got a big shock coming if Tier III isn't changed," she continued, adding that she and fellow workers posted a Public Sector article on the CSEA effort against Tier III on their bulletin board. She also joined the intensive telephone campaign by CSEA activists across the state to inform legislators of their feelings.

In her calls and the 213 letters she mailed at her own expense, Mrs. Howard urged the legislators to "make the system fair. We can live with 3 percent contribution, but there are too many inconsistencies in the present bill. You owe it to future retirees."

"I don't know what I'm going to do," she answered to questions about her future plans. "I'm still waiting for a re-determination of benefits hearing which they had been putting off until after the Legislature's action on the repeal or extension of Tier III."



AGNES B. HOWARD . . . facing retirement with \$503 a year pension.

"But I'm a crusader, and I'm willing to do whatever it takes to make people aware of how unfair Tier III is to public employees," she concluded.

While Agnes Howard faces the prospects of a \$503 annual pension, in the words of CSEA President William L. McGowan, "The issue isn't over yet. We can't have the final say in Senate and Assembly, but we can have the final say at the ballot box in November."

An impressive finish for CSEA runners: \$7,700 pledged in AFSCME PEOPLE race

ATLANTIC CITY — The first-ever PEOPLE Run sponsored by CSEA Local 1000 at the recent AFSCME International Convention in Atlantic City was a huge success, with approximately \$7,700 being raised in pledges by 79 participants.

The proceeds will benefit PEOPLE (Public Employees Organized to Promote Legislative Equality), the political action arm of the international union.

CSEA PEOPLE Coordinator Ramona Gallagher said the event

may already be on its way to becoming a tradition at future AFSCME conventions, which are held every two years. She said the AFSCME organization from Washington State has expressed interest in sponsoring the event at the 1984 AFSCME Con-

vention in Seattle.

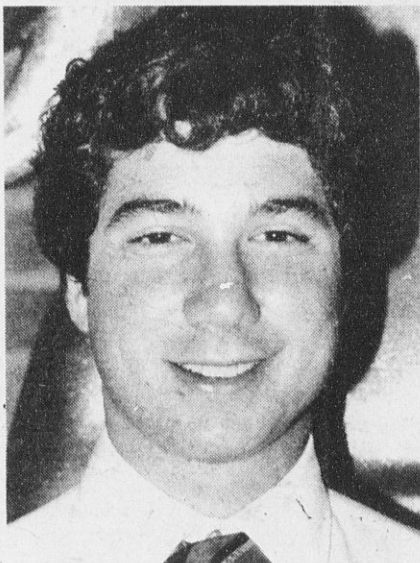
CSEA delegate Jean Frazier collected \$300 in pledges from friends, relatives and fellow delegates to lead the host CSEA participants. CSEA Region IV PEOPLE Coordinator Ernestine Lafayette collected \$77 in pledges from co-workers in the Department of Labor to sponsor Jeanne Lyons and Shirley Brown as CSEA race participants.

But the largest total in pledges was turned in by Pat Bruno III from AFSCME Council 13, Pennsylvania. He collected the outstanding amount of \$1,823 in pledges.

AFSCME International President Gerald McEntee was the official starter for the race over three miles on the famed Atlantic City boardwalk. Delegate John J. Emswiler from Lancaster, Pa., was the overall winner in 17 minutes. Delegate Kathy Mazzoucolo from Bayonne, N.J. was the top woman runner in the event.

Afterwards, AFSCME President McEntee, International Secretary-Treasurer Bill Lucy, CSEA President William L. McGowan and CSEA Region IV President Joseph McDermott presented awards to several participants. Both McGowan and McDermott also serve as AFSCME International vice presidents.

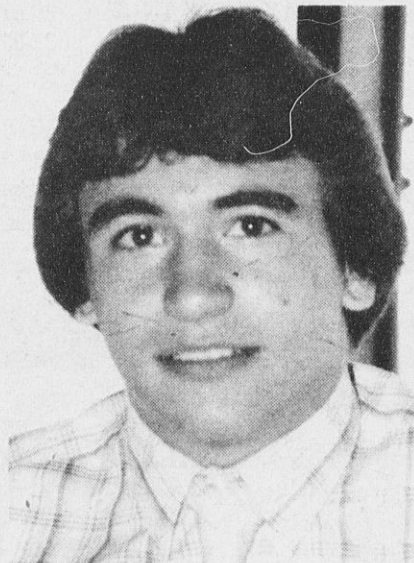
Gallagher said a number of CSEA delegates helped make the CSEA-sponsored event a big success, including Jim Jayes, Art Cousineau, Pat Pflieger, Mary Cartwright, Sylvia Ebersold, Flo Tripi, Elaine Mootry, Marilyn Oswald, June Ferner, Sara Sievert, Tom Gargiolo, Dick McIntyre, Sheila Brogan, Bob Lattimer and Lee Frank.



MARK C. AMBROSONE



ELLEN A. LANDOWSKI



MICHAEL A. DIANTONIO

Region VI CSEA scholarships presented

ROCHESTER — There were handshakes, smiles and congratulations all around when Region VI President Robert L. Lattimer presented scholarship certificates, and more importantly, the checks that accompanied them to recipients at a recent awards dinner.

Lattimer was joined in congratulating Michael A. DiAntonio and Ellen A. Landowski by their parents and respective unit officers and CSEA Scholarship Committee Chairman Dominic Spacone.

A later presentation was made to Mark C. Ambrosone, who was unable to attend the awards dinner.

Ellen is the daughter of Frank and Sophie Landowski and plans to attend the Rochester Institute of Technology. Her father is employed at SUNY-Geneseo and is a member of Local 608.

Michael is the son of Clara DiAntonio, a typist for the Geneva School District and member of Local 835. Michael will attend SUNY-Brockport.

Mark is the son of Michael C. and Pauline Ambrosone. Pauline is a secretary for the Corning School District and a member of Local 851. Mark has plans to attend the Rochester Institute of Technology.

Pay equity issues dominate county

Addressing the myth of the high-paid NFL player

KERHONKSON — "We have an image problem. We're not seen as a union whose members suffer. The public thinks we don't work hard, we make too much money, we make outrageous demands at the bargaining table, and we shouldn't have the right to strike," the speaker explained to delegates at the recent County Workshop.

But despite the familiar ring of the public image problem, the union being described does not represent public employees. Doug Allen was talking about the National Football League Players Association.

Assistant to the NFLPA's executive director, Allen spoke to a packed audience of CSEA members about the current negotiations between the players and NFL owners, the players' controversial pay proposal, and the possibility of a football strike or lockout that threatens to block the kickoff of the 1982-83 season this September.

"We don't expect sympathy," the former Buffalo Bills linebacker said, "but we would like some understanding. We are a real union, and we believe in collective bargaining for everyone who works for a living. And if you're going to have effective collective bargaining, you have to have the right to strike."

Contract talks have stalled over the players' proposal that would tie salaries to the NFL's gross revenues and set up a system under which a player's compensation is based on seniority plus incentives or bonuses based on actual performance. Bonuses would be awarded for such factors as starting status and amount of time played and for such achievements as participating in playoffs, the Super Bowl and the Pro Bowl.

Salaries would be paid from a salary pool of 55 percent of the NFL's gross income from ticket sales, television revenues (expected to net more than \$176 million this year) and other sources. The union sees the proposal as the only way to guarantee players a fair share of the soaring revenues from the nation's most popular sport.

"The issue is parity. Football players are among the lowest paid in major sports," Allen stressed, citing an average football salary of \$83,000 compared to \$250,000 for baseball and about \$270,000 for basketball and hockey. "Currently, salaries equal about 30 percent of football's revenues, compared to about 50 percent in baseball and 70 percent in basketball."

He cited several management tactics being used to hamper the union, including trading the union's leaders around the league. "Right now, the San Diego Chargers have six union leaders of their former teams, including four offensive linemen," he said.

Allen also addressed some myths about the NFL;

- Football is a game, and players are highly paid.

"The reality is that football is a huge business in which the owners make tremendous profits. Football players are among the lowest paid in major sports, but there's a crazy disparity in salaries. A first-round draft pick can get a \$1.5 million contract because it's good media hype. Yet the majority of players make less than \$70,000, and 50 players last year made less than \$30,000," Allen explained.

- Football players are all college graduates, and they retire after a few years with it "made for life."

"Only 40 percent of the players have degrees, and colleges aren't concerned about giving players a quality education. The average career is 4.2 years — shorter than in other major sports."

- Football players can make a lot of money on commercial endorsements.

"We're not really celebrities. Only about 3 percent of the players make commercials, and most of those can't continue after their careers are over. There are very few Roger Staubachs around," Allen pointed out.

He explained that the players' salary proposal would eliminate to a great degree the present system of individual player negotiations, but added that wouldn't be bad for the game. "The point is, after all, that football is a team sport," he stressed. "For example, one year O. J. Simpson earned \$500,000 more than the next-highest-paid player on the team, and you have to ask yourself if one back is really worth that much more than a good offensive center."

"Look, we don't want to strike," he told the audience of union leaders who are also avid football fans. "We don't want to disrupt the game, plus a strike would work a real financial hardship on lots of the guys. But management refuses to bargain, and although we'll win many of our points before the National Labor Relations Board, that will be a couple of years down the road."

And with injuries and careers averaging 4.2 years, many of the players don't have "a couple of years."

A run PEOPLE won

KERHONKSON — It was a 2-mile run for the money and PEOPLE won. PEOPLE, that is, as in Public Employees Organized to Promote Legislative Equality, the political action arm of AFSCME.

Excitement ran as high as the humidity. Orange County's Bill Harris set the pace in the men's division with a time of 11:58. Region VI Collective Bargaining Specialist Danny Jinx edged out CSEA Administrative Director of Member Services Tom Whitney by six seconds for a second place finish of 12:08 to Whitney's third place 12:14 showing. CSEA attorney Jim Roemer took honorable mention with a time of 12:37.

Wyoming County's Penny Bush swept the field in the women's division by taking the course at 14:53. Rensselaer County's Sharon Butler won second place with a time of 19:19 while Ramona Gallagher of CSEA's

FIRST WOMAN to cross the finish line in the 2-mile PEOPLETHON run was Penny Bush, right, of Wyoming County. Her time was 14:53.

legislative office took third with a time of 19:50. Albany County's Barbara Heller captured honorable mention with a time of 22:42.

All in all, 15 runners helped raise over \$500 for PEOPLE.



OFF AND RUNNING — Participants in the PEOPLETHON race take off at the starting line at last month's county Delegate Workshop in Kerhonkson.

AGENDA QUERY — Local 860 delegate Sheila Brill and Collective Bargaining Specialist Manny Vitale, right photo, talk over the issues of the day during a workshop on negotiating in the political subdivisions.



workshop talks

COMPARABLE WORTH:

• Case of 'flagrant wage discrimination'

By Gwenn M. Bellcourt
Assistant Editor

KERHONKSON — Donna is a secretary. Richard, an auto mechanic. In a recent job worth study, Donna's job was rated at 187 points and Richard's at 175 points. Despite the higher rating, Richard earns \$500 more per month than Donna. Why?

According to CSEA attorney Marge Karowe, the answer is rooted in history. Decades ago, women who sought work were primarily offered service-oriented jobs (child care, secretary, nurse) because these skills were "supposedly inherent," Karowe said, adding that these skills were believed to be domestic, a carryover from the home environment.

"But as soon as women entered the job market, the wages for these jobs were immediately lowered," Karowe said, in a speech before a CSEA Women's Committee workshop at the county delegates meeting last month.

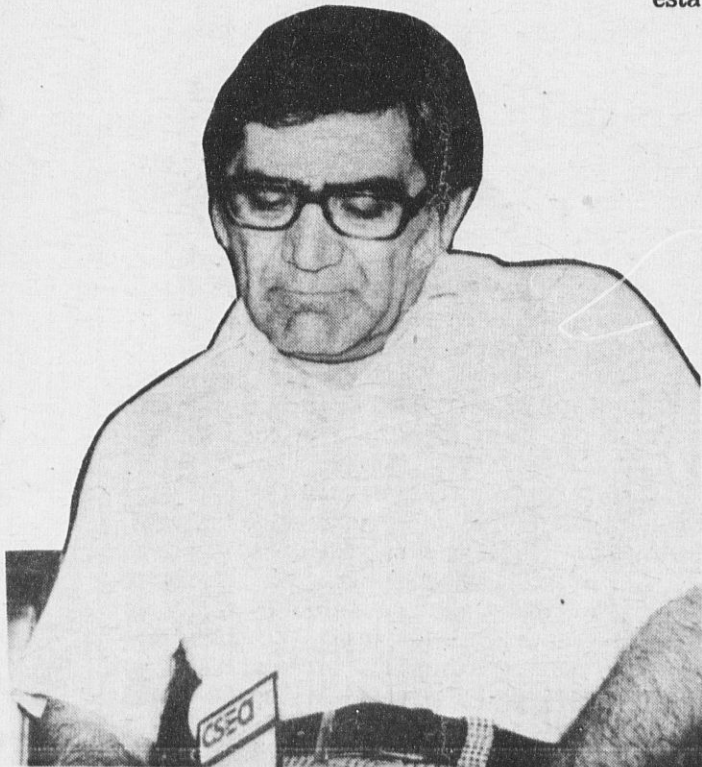
Wages for typically women's jobs are still depressed, Karowe said. Women earn 59¢ for every \$1 a man makes. In light of this inequity, women from across the nation are banding together in what has been called the rallying cry of the '80s: Equal pay for comparable work.

Labor leaders and women's groups readily admit to a long and tedious battle before women will be granted wages equal to that of men in comparable work.

The national economy is at an all-time low, jobs are scarce and the nation's courts continually seek safe refuge in the 1963 Equal Pay Act. While this amendment provides equal pay for equal work, it overlooks one major flaw in the labor market: most men and women do not do the same job.

The truth is, approximately 80% of the nation's working women are trapped in low-paying, dead-end, traditionally "female" jobs, Karowe said. "This is clearly a case of discrimination based on who is doing the job."

Yet there is hope. The U.S. Supreme Court recently ruled it is illegal for women to be paid less because they work in jobs dominated by females.



THE CONCEPT OF COMPARABLE WORTH was explained to delegates by speakers including CSEA Attorney Marge Karowe, left, and CSEA Statewide Secretary Irene Carr, far left.

The case, **Washington v. Gunther**, involved four jail matrons in Oregon who were paid \$200 less a month than deputy sheriffs assigned to male prisoners.

The women sued under Title VII of the 1964 Civil Rights Act, which prohibits discrimination on the basis of race or sex. After a series of appeals, the nation's highest court ruled that Title VII, when interpreted "more broadly," does set the stage for wage discrimination lawsuits even for male/female jobs which are not equal — or identical.

"This is an enormously important decision," noted the CSEA attorney, who pointed out that the **Washington v. Gunther** decision now affords women the opportunity to legally break down the barrier to pay equity.

Another approach was offered by Ronnie Steinberg of the Center for Women in Government (CWG.) The only way the issue of comparable worth will be taken seriously, she told county delegates, is if concrete facts and figures are presented at the bargaining table.

Steinberg, the research director for the Albany-based CWG, stressed the importance of establishing a model pay equity program for county

employees. Pay scales must be analyzed to determine where the inequities exist and why, she said.

Current data collected by the CWG indicates that wage inequities between traditionally female and male jobs do, in fact, exist.

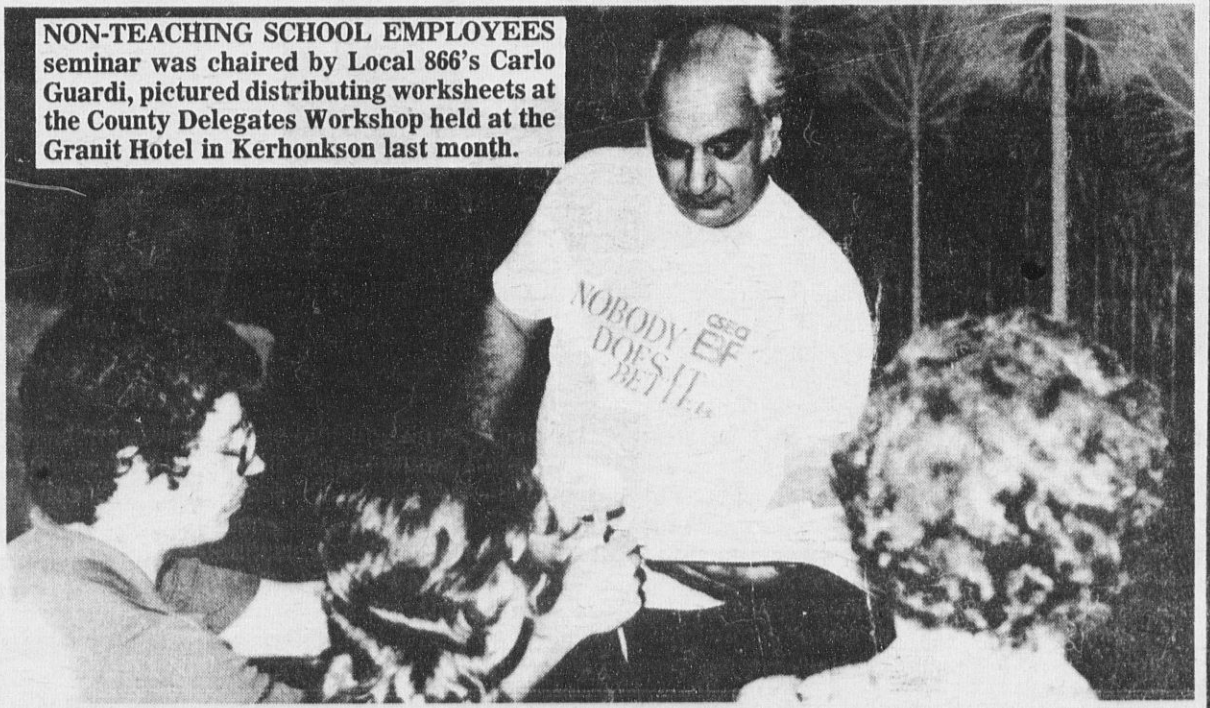
In a Washington state study, objective variables such as degree of job skill, effort and responsibility were evaluated and factored into a point system.

For example, a registered nurse's job was rated at 289 points, and the average monthly salary was \$1,409. A purchasing agent rated 290 points, but earned \$1,975 a month.

"This is flagrant wage discrimination," Steinberg stressed, "but the only way we can prove this is if we conduct an objective, unbiased study of the system. Once we have the statistics, then we can make a good case at the bargaining table."

Members of the CSEA Women's Committee helped prepare and participated in the extensive program dealing with comparable worth presented during the County Delegates Workshop. Committee members are Geri Cadieux of Region I, Margaret Meaders of Region II, Pat Taylor of Region III, Shirley Brown of Region IV, Barbara Reeves of Region V, and Ruby Everett of Region VI.

NON-TEACHING SCHOOL EMPLOYEES seminar was chaired by Local 866's Carlo Guardi, pictured distributing worksheets at the County Delegates Workshop held at the Granit Hotel in Kerhonkson last month.



EAP Coordinator Conference

**Largest-ever conference
tackles wealth of topics**

ALBANY — Some 180 people turned out last month for the Employee Assistance Program Coordinator Training Conference held at the Thruway House here, the largest EAP conference to date.

The four-day event was also the most comprehensive EAP conference, featuring the broadest range of topics and the greatest number of speakers.

"Our goal was to keep coordinators informed of the current developments in recognizing personal problems among employees, as well as referral techniques," said Katrinka Broadaway, CSEA/EAP training specialist.

EAP is a joint venture between CSEA and the state that offers employees and their families confidential support and referral for personal problems of all kinds.

EAP coordinators, located in state agencies, school districts, towns, villages and other facilities around the state, offer support, information and referral to troubled employees.

The coordinator is chosen by a local joint Labor-Management EAP Committee on the basis of several factors, including warmth, ability to communicate with others, willingness to listen and trustworthiness. Once chosen, the coordinator, who is released either full-time or part-time from his or her job, receives comprehensive, ongoing training.

"One of the most significant aspects of the June conference was the enthusiasm of the group, and their willingness to get involved," said Broadaway. "They're really committed to helping their fellow employees, and it's rather special to work with a group like that. Even a lot of the speakers commented on the fact that this was the most motivated group they had ever worked with."

The topics covered at the conference reflected some of the common problems confronted by participants, such as alcoholism, gambling and financial difficulties, and stress. In addition to highlighting the problems,



KATRINKA BROADAWAY, CSEA/EAP training specialist.

speakers focused on how to overcome them: how to help employees face their problems, deal with their families, seek professional treatment and head off potential problems before they start.

Joining CSEA in sponsoring the conference were Council 82 of AFSCME, New York State United Teachers and the Public Employees Federation. The Governor's Office of Employee Relations also participated.

"CSEA put all its cards on the table when it asked these other groups to join," said Jim Murphy, director of CSEA/EAP. "We found that the EAP coordinators from other unions and management had the same need to keep up with these problems and they were glad to take part in it."

ALCOHOLISM:

**'Teach people to hate
the illness, not to dislike
the victim of it.'**

If you don't know much about alcoholism, find out now, Walter J. Finnegan, an executive in the state Division of Alcoholism, warned an audience of EAP coordinators at the recent EAP conference in Albany.

"Go to seminars and classes on it and attend Alcoholics Anonymous sessions," he added. "If you're not willing to learn or you're not comfortable with it, you don't belong in EAP."

An enormous amount has been discovered about alcoholism in recent years. Since the illness spills over into so many other personal problems, EAP coordinators must keep educating themselves and others about it. Finnegan recommended that the coordinators should also organize courses on the subject, as well as identify who are the higher risks in developing drinking problems.

Risks are higher for people with a family history of alcohol addiction. Someone with one

alcoholic parent stands a 50 percent chance of developing a drinking problem. If both parents were alcoholics, the odds go up to 85 percent, Finnegan said.

Taking any alcohol or drugs during pregnancy is risky. "Years ago, we didn't know alcohol went directly to the fetus," added Maureen Duggan, CSEA/EAP field representative, who addressed the crowd with Finnegan. "It would be like taking thalidimide, which malformed some fetuses and not others. Is it worth the risk?"

Alcoholism is not only a result of a psychological addiction, but a physical imbalance as well.

"Some people react different to alcohol because of a chemical imbalance or an enzyme deficiency," said Duggan, who is a licensed nurse practitioner and a certified alcohol counselor, as well. "The best analogy is that it's

a kind of allergic reaction, a need, for alcohol. Add that to some psychological factors, or stress, and you're playing with dynamite."

Both Duggan and Finnegan stressed the strong role of denial in alcohol addiction. "They'll tell the coordinator about all the other problems in their lives, and you will have to find the clues to the alcoholic patterns," Finnegan told the EAP coordinators. Then the coordinators can evaluate the problem, and give their fellow employees pamphlets on the subject and a list of 20 questions to help them evaluate themselves. Most important, they can refer them to the right professional groups or individuals.

"Most of us have been touched by someone with a drinking problem sometime in our lives, and it can leave harsh memories," Duggan said. "But the most important thing to remember is to teach people to hate the illness, not to dislike the victim of it."

STRESS

and the special needs of the Vietnam vet

Stress. Its symptoms can be puzzling.

But few forms are so intense and so well disguised as the delayed stress syndrome of the Vietnam veteran, said Steve Hanson, a veteran himself and an EAP coordinator in the Buffalo Psychiatric Center.

Speaking at the EAP conference on "Special Needs of Vietnam Veterans in New York State," Hanson outlined the special counseling needs of the veteran.

The symptoms of this war-related stress — such as depression, isolation, higher incidence of unemployment, crime, divorce and suicide — often emerge as long as eight or 10 years after the experience, Hanson said, and are often difficult to trace back to the military experience.

"In evaluating the problems in order to refer these veterans to the right places, EAP coordinators must understand that these symptoms are reactions that anyone would have to this trauma, and not a character flaw of the individual," he said.

Coordinators must also see the veteran as one who has lived through the horrors of war, and not one who was responsible for it, since Vietnam veterans were exposed to the trauma that people in all wars have experienced, Hanson said.

Hanson also outlined a few key differences:

- This was a teen-age war. The average age of those in the war was 17-21, which was four or five years younger than in other wars. "These kids entered the war just when they were developing their ideas as adults," he said. "They were thrust into a situation where they didn't have time to grow during what is normally a critical growth period."

- This was an isolated war for its troops. In other wars, the entire military unit was shipped to another country together, fought for years, and returned together. In this war, individuals were flown separately and fought with a unit for a year, and were flown back separately.

"There couldn't be any feeling of unity, no unit pride or identification, and worse, yet, there was no time to decompress from the horrors of battle," he added.

- This war had no clear battle lines. "You never knew who the enemy was," the veteran said. "The guy who was a friend, or even your barber during the day, could have turned out to be your enemy at night."

- When many of these troops returned, the public had turned against the war and the reception was cool. "There was a lack of

public justification for the hell these guys suffered and the deaths they saw," he said. "No one wanted to hear about it, so these people turned off their emotions. Later they became afraid to show any emotions because of their fear that the violent emotions of the war might return."

The goal of EAP coordinators in handling these and other stress victims, Hanson said, should be to recognize the symptoms and know what resources exist to help them.

A Guide to CSEA/EAP Field Staff

For assistance with personal problems or questions about EAP, contact the following field staff personnel, or call the EAP Hotline at 1-800/342-3565.

REGION I

Maureen Duggan, Long Island Region I Office, Hauppauge Atrium Building, CSEA Local AFSCME, 300 Vanderbilt Motor Parkway, Hauppauge, N.Y. 11788, 516/273-2280.

REGION II

Gregory Summerlin, Metropolitan Region II Office, 11 Park Place, Suite 1405, New York, N.Y. 10007, 212/962-3090.

REGION III

Marguerite (Peggy) Lavelle, Southern Regional Office, Rural Route 1 — Box 34, Old Route 9, Fishkill, N.Y. 12524, 914/896-8180.

REGION IV

Peter Nardiello, Capital District Regional Office, 1215 Western Avenue, Suite 308, Albany, N.Y. 12203 518/489-5424.

REGION V

Stanley Watson, Central Regional Office, 290 Elwood Davis Road, Suite 308, Liverpool, N.Y. 13088, 315/451-6330.

REGION VI

Lorraine (Lori) Hartrick, EAP Field Representative, Western Regional Office, 4245 Union Road, Cambridge Square, Cheektowaga, N.Y. 14225, 716/634-3540.



A PARTICIPANT raises a question during one of the conference sessions.

The compulsive gambler

What does a professional basketball player do with all his money?

In Walt Devlin's case, the answer was simple. Roughly \$5 million went down the tube to support his gambling habit.

And a habit is just what he had, explained Devlin, a former member of the Los Angeles Lakers, at a recent talk on the compulsive gambler at the EAP conference.

Devlin and a fellow "recovered" compulsive gambler, Gerry T. Fulcher, a former city policeman, teacher and college administrator, shared with the audience their experiences and tips on how to recognize an addicted gambler.

"It's difficult to spot the compulsive gambler," said Fulcher. "He doesn't stagger, and there's no liquor on his breath. You just have 'soft' signs." Devlin and Fulcher listed several of these signs that EAP coordinators should look for:

- Compulsive gamblers love the action, and love being the center of it. Devlin said that as a success in a highly competitive sport, where he had to be alert every second, he was especially susceptible to the addiction.

- Addicted gamblers will constantly borrow money, or dip into institutional accounts, intending to pay it back. Fulcher said that as a policeman, he never took bribes or kickbacks. He just borrowed the money from his fellow officers. At one time, while still a policeman, he pawned his revolver to pay gambling debts, and another time he pawned his toupee to cover losses.

- Serious gamblers are often very smooth and convincing talkers. At one time, Devlin explained, he had \$3,000 in bad checks from bets and was called to the bank. "I not only explained it away, but by the time I was done, I got them to write another \$1,000 check against my account."

One compulsive gambler, a stockbroker, admitted his gambling problem and went to the bank. The bank officials agreed to consolidate his debts, and gave him a bigger loan than he had before. He promptly took the money and spent it on another series of bets, Devlin said.

Fulcher said he went through 10 jobs in the 14 years he gambled. "Each time I lost one job, I got a better one with more pay," he said. His last one before he kicked the habit was as chairman of a college criminal justice department.

Facing the facts is critical, the two speakers stressed.

In one case, the IRS excused \$40,000 in back taxes owed by one compulsive gambler. "Neither the banks nor IRS should do that," Fulcher said. "The compulsive gambler must face up to it and pay back what he owes. Otherwise, he can just continue denying it."

Once a gambler can admit the problem and accept responsibility for his or her actions and debts, then it's the start of the road to recovery, said Devlin, noting that several outside agencies, including Gamblers Anonymous, can help.

Signs of Success

Although she doesn't put much stock in the stars, Barbara Fauser's horoscopes were right on the mark the day she won the election for CSEA statewide treasurer. Now she's settling into her new post and making plans.

By Melinda Carr
Asst. Director of Communications

PISCES (February 19 — March 20) This can be your power play day! Attention focuses on money, income and payment of debt.

ARIES (March 21 — April 19) What appeared to be a setback will actually boomerang in your favor. Domestic adjustment occurs. You are at right place, your efforts will be appreciated.

ALBANY — That's what Barbara Fauser, whose March 21 birthdate is astrologically "on the cusp" between Pisces and Aries, read in her horoscope the morning of June 15. That was the day ballots were to be counted in the CSEA statewide election, the day she would learn whether her bid for the office of statewide Treasurer would be successful.

"I don't really believe these things, but horoscopes are fun and I thought I'd see what mine had to say," she explained. "It did seem to be talking to me. The 'setback' was the fact that the nominating committee didn't put me on the ballot and I had to qualify by the petition route. So you might say the stars looked encouraging that day."

And the stars were right, as Fauser received more than half the votes cast in the three-way race.

The joy of victory contrasted sharply to her post-election mood three years ago when she ran for the same position and lost by a narrow 1,400-vote margin.

"Actually it wasn't a total loss. I had about 800 slingers left over from the '79 campaign. I'd almost thrown them away, but I decided there was no sense wasting them," the self-proclaimed packrat said. "So I just recycled them and used them this time."

But now the campaign is over, and the new treasurer is settling into her new post and making plans. "I already feel at home here," she commented. "After all, the work isn't strange, it's just on a larger scale."

The work should be familiar to a person whose lengthy public service career has been in accounting, who's served CSEA as Region VI treasurer for the past seven years, and who has served her union as a local president and as a member of committees ranging from social to political action, from auditing to constitution and by-laws. She's also been active in handling grievances and negotiating contracts.

A CSEA member since 1947 and an activist since 1965, Fauser has long been a vocal champion of local and unit treasurers. "I started crusading for treasurers back when I was a local president," the former leader of Health Research Inc., Local 315, explained. "The treasurer left, and for about six months until we could fill the vacancy, I had to

handle the treasurer's duties. I saw what a handicap new treasurers have to work under."

Since that tough experience, she has pushed for new education and training, improved forms, uniform procedures and other measures to make the job of a treasurer easier.

"It's hard to find people who like to work with figures and who are willing to put in the long hours it takes to do a treasurer's job," she noted. "I would hope these people would volunteer to serve."

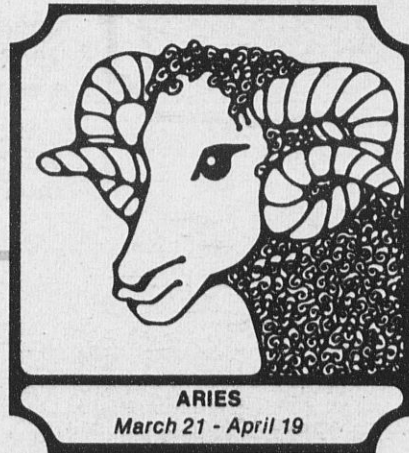
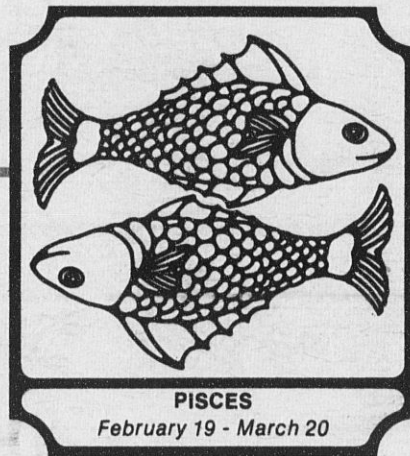
She's concerned about the high turnover rate of local and unit treasurers. "They have to do the nitty gritty work and spend long hours, but they don't get the glory the local president gets, for example. I think more locals and units should look into compensating them in some way for their time and efforts and the great responsibility they have."

She's also determined to focus more attention on local and unit auditing committees. The concern stems from her experience as a member of CSEA's statewide auditing committee.

"I feel very strongly about the need for training



FINANCIAL REVIEW — Barbara Fauser, right, reviews union's tentative budget figures with Supervisor of General Accounts Cathy Bruno and Assistant Supervisor of General Accounts Joseph Salvino.



in this area," she said. "It's hard to get people to serve on auditing committees, they don't know what they're supposed to do, and it's not exactly a fun job. Yet they are very important watchdogs of the union."

She hopes to develop a workshop or manual to assist audit committees in their job. She'll also urge them to take a look at local treasurers' quarterly reports instead of relying solely on the required annual audit. "It's really too late to find errors and problems after an entire year has gone by," she stressed.

The newly-elected statewide officer is also looking forward to her first official meeting of the statewide Board of Directors, meetings she has attended at times as a guest. Pledging to play an active role and provide input at such forums, she added, "I intend to go into meetings knowledgeable about all our financial procedures and situations and to tell it like it is. I do get vocal, once I'm positive I know what I'm talking about."

Fauser also expects the new full-time status of the statewide treasurer's job to have a positive impact. "By being here and accessible, I think problems will be resolved in a more timely fashion," she explained. "I look for better communications with the staff. And I want to be more accessible to local and unit treasurers."

This accessibility means spending time in the regional offices as well as visiting a number of locals. "I want to give treasurers a chance to visit me at their convenience, which also means being available in the evenings," she added.

She also plans to play an active role in the treasurers' training seminars, including the first one scheduled under her administration, which is set for the afternoon of Wednesday, July 28 in the Region VI office.

"These seminars are good, but I also think there should be follow-ups," Fauser said. "The treasurers should have an opportunity to come back and discuss any problems they might be having with the financial code or how to interpret it. This would be a sort of 'airing out' to see if they're doing okay."

And what about the "domestic adjustment" referred to in her election day horoscope?

"I guess that refers to Suzie, my Siamese cat," Fauser said, laughing. "I had to leave her with mom."

Although she scoffs at astrology, she is taking one final bit of advice from the stars. Her horoscope the day she assumed the treasurer's post admonished: "Be careful how you handle someone else's money."