

ALBANY — CSEA's challenge to the recently instituted \$5 fee for open-competitive Civil Service examinations for New York State employment will be heard by the Public Employment Relations Board Jan. 11.

The union claims the fee, instituted last October, is a blatant violation of the state Taylor Law, in that it constitutes a unilateral change in the terms and conditions of employment for incumbents.

In October, CSEA's 1,200 delegates unanimously passed a resolution by Local 670 President Shirley Brown that the union officially go on record as being "unalterably opposed" to the \$5 fee.

Attorney Stephen Wiley, of the CSEA law firm of Roemer and Featherstonhaugh, is handling the case for the union.

"Incumbent state employees have not had to pay such a fee in at least 30 years," he says. "Many CSEA members have complained that it is grossly unfair for the state to just start charging \$5 without negotiating with the union, and they're absolutely right."

He noted that the fee also conflicts with the principle of merit and fitness in public employment.

"This fee could inhibit many employees from applying for the job — or job series — for which they are best suited, and in which they would be most efficient," he warned. "The state seems to be trying to pad its treasury once again, at the expense of the workers."

The Jan. 11 meeting will be a pre-hearing conference between CSEA and the Governor's Office of Employee Relations.

There is another group of employees interested in the outcome of the hearing, Mr. Wiley pointed out.

"For provisional employees — and there are many hundreds of them throughout the state — these exams must be taken in order for them to keep their jobs," he said. "Why should these people have to pay a fee in order to take such an exam?"

Open-competitive examinations are those open to all adult residents of the state — incumbent employees and the general public alike.

The Public SECTOR

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Health plan improved

ALBANY — Some 450,000 public employees in New York State are now receiving the fruits of CSEA's landmark negotiations with the state last spring that has led to the first major improvement in the so-called "Statewide Health Plan" in many years.

CSEA's members in the state's Administrative, Institutional and Operational bargaining units have been receiving the benefit of improved health insurance resulting from their contract negotiations for several months, but for the remaining 340,000 participants in the plan, the major changes came on January 1 with receipt of the first-ever prescription drug card and improved coverage.

The changes in the health plan negotiated for CSEA's three state bargaining units were so pervasive that — as it has in the past — the state modified the entire Statewide Health Plan. The new prescription drug cards and improved coverage are being provided at no additional cost to contributing employees or sponsors as a result of improvement in the plan structure and the first bidding on insurance coverage in decades.

CSEA President William L. McGowan said that the improved coverage for all employees in the health plan is another example of the mutual benefits enjoyed by state and local government employees through representation by a single union.



CSEA PRESIDENT WILLIAM L. MCGOWAN, left, greets Vincent L. Tofany, President of the National Safety Council, in CSEA statewide headquarters in Albany, where union officials and representatives of the National Safety Council discussed critical safety and health problems relative to public workers throughout New York State. The next day, President McGowan delivered hard-line testimony before a Senate Labor Committee in New York City, calling for enactment of occupational safety and health standards for public workers. For more information on CSEA's push for OSHA legislation, see pages 6 and 7 of this issue.



REVIEWING COURT WORKERS CONTRACTS — Members of the CSEA coalition negotiating committee which negotiated 19 separate multi-year contracts covering 3,800 employees of the Office of Court Administration review contract language in preparation for sending our contract ratification ballots to union members in the near future. A series of explanatory meetings for members will be held prior to the ballots going out. Seated from left are Local 335 President William Johnson, Local 010 President Joseph C. Johnson Jr., Judiciary Board of Directors Representative Thomas F. Jefferson, Local 694 President Julia Filippone. Also, Mental Health Informational Service (MHIS) Committeeman John Macklin, Local 332 President Patricia Nealon, CSEA Collective Bargaining Specialist Emanuele Vitale, MHIS Committeewoman Ruth Joseph, and Local 333 President Kenneth Hoffman. Standing from left are CSEA Collective Bargaining Specialist Patrick Monachino, MHIS Committeeman Richard Szymanski, Local 335 Committeeman Samuel Notaro; Local 334 Committeeman Jerry Goetz, Local 335 Committeewoman Nancy Castaldo, and Local 332 Committeewoman Joan O'Riley.

Public Employees Celebrate the Holidays — 1979



SANTA CLAUS tosses favors to crowd gathered in the Building 3 cafeteria at the State Campus in Albany on December 17 on the occasion of the first tree lighting ceremony held at the campus. At Santa's left is John Egan, executive deputy commissioner of the State Office of General Services, who officially turned on the tree lights and address the gathering of several hundred state employees.



PATRICIA SULLIVAN uses sign language as members of the Tax and Finance CSEA Local 690 choir group sings "Silent Night."

As is customary, the recent holidays period was cause for numerous parties and special events held by and for CSEA members across the state. As is also customary, photographs of some of those events are printed on this page, and in future editions we expect to publish additional photographs as received from the various locals.



CIVIL SERVICE DEPARTMENT CHOIR was among several departmental choirs to perform during the tree lighting ceremony at the State Campus. This group is under the direction of John Iocco, left.

DEPARTMENT OF TRANSPORTATION CHOIR entertains under direction of Gordon Lewthwaite, left.



DEPARTMENT OF AGRICULTURE & MARKETS CHOIR sings a holiday song under the direction of Pat Kennedy, right.

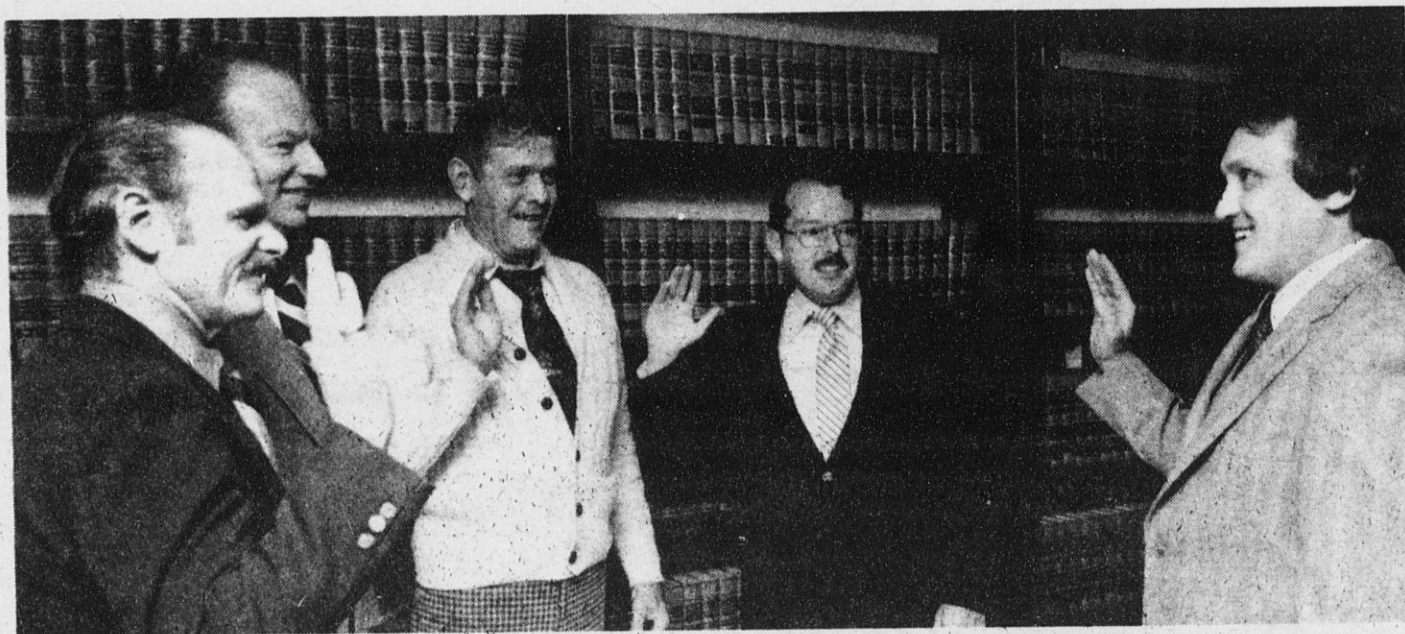


TAX AND FINANCE CHOIR performed two holiday carols under the direction of Terry Fusco, right.



CSEA REPRESENTATIVES on the statewide Office of Mental Retardation and Office of Mental Health labor/management committees engage in lively discussion recently during preparatory meeting at CSEA headquarters in Albany. Seated left to right, are: Francis Wilusz of Wilton Developmental Center; Dan Donohue of Central Islip Psychiatric Center; Ronnie Smith of Staten Island Developmental Center; Paul Christopher of J.N. Adam Developmental Center; Robert Thompson of Harlem Valley Psychiatric

Center; Bill Kryvanik of Broome Developmental Center; Wanda Lubinski of the Central Office of the Dept. of Mental Hygiene; Ben Kosiorowski of Pilgrim Psychiatric Center; Suzy Bucrzinski of Marcy Developmental Center; and Eva Katz of Rockland Psychiatric Center. Standing left to right are: Mick Stanton of Buffalo Psychiatric Center; Elaine Mootry of W. Seneca Developmental Center; CSEA Collective Bargaining Specialist Bob Guild; and CSEA Research Analyst Walter Leubner.



Pickell is "Woman of Achievement"

BINGHAMTON — The Broome County Status of Women Council has honored Barbara Pickell, president of CSEA's Broome County Unit, as a "Woman of Achievement In Our Community".

The award was conferred by delegates representing the 17 member organizations which comprise the Status of Women Council and presented at an awards dinner in Binghamton.

Ms. Pickell is a member of the CSEA's Board of Directors, the union's representative to the State Comptroller's Advisory Council on State Retirement Systems, and very active within the Local and the Region. She is also a member of CSEA's Statewide Political Action Committee.

Ms. Pickell said she was honored to have received the award and particularly pleased that it was in recognition of her union activism within the community.

Employees working conditions improve somewhat

ALBANY — Conditions have been improved somewhat for State Department of Health maintenance employees at the Empire State Plaza who work in airtight rooms originally intended for the use as storage facilities.

Earlier this year, a CSEA safety committee headed by Health Department CSEA Local President Allen Mead complained to State officials of hot and dry air in the rooms and heavy fumes from paint and other chemicals lingering after their use, and hanging constantly in the air because of a lack of storage for them.

The result, says the committee, is that the air is extremely irritating for the workers to breathe and the

presence of the fumes is a fire hazard. After an inspection by the Capital Police Fire and Safety Unit in the fall, reports Mead, the heating ducts were fixed to keep the rooms at a comfortable temperature and negotiation was begun on the possibility of installing drop ceilings, a ventilation system and proper storage for the paint and chemicals.

Employees were also instructed not to use spray paint in the rooms, he added.

"The adjustment in the heating system was a drastic improvement," said Mead. "It has helped to cut down on the odor of the fumes and the

OFFICERS INSTALLED — Newly elected officials of the Suffolk County Consumer Affairs Unit of CSEA Local 852 are installed by Local 852 President Ben Boczkowski, right. From left are Unit President James Franklin, Second Vice President Warren Martin, Treasurer Charles Kraft and First Vice President Clifford Colman.

employees feel better in a cooler environment. Of course, the other changes are important and the committee expects to meet to discuss them later in January."

Union fights hospital closings

ALBANY — If CSEA members know of plans to close any state, municipal, voluntary or private hospitals in New York they can count on support from the union to keep their hospitals open.

The state's largest public employee union has a standing policy to oppose any attempts to close hospitals in New York City or anywhere else in the state.

During the 1979 Statewide Convention,

Determination is overturned

ALBANY — The Public Employment Relations Board (PERB) recently notified the Orange County Unit of CSEA Local 836 of its decision to reverse the determination of its hearing officer who had previously dismissed an Improper Practice charge by CSEA.

The IP charged that Orange County had violated Article 209-a 1(d) of the Taylor Law when it unilaterally instituted a lag payroll of one week for county unit employees.

In its decision PERB ordered the County of Orange to: "(1) reinstate the procedures regarding the time of payment of wages, in relation to time worked for those wages, that existed prior to the unilateral change; and (2) To negotiate with CSEA as to changes in the time of payment of wages in relation to time worked."

CSEA Counsel Pauline F. Rogers argued that the PERB hearing officer erred in relying on the maintenance of past practices clause without affording the parties an opportunity to submit evidence regarding the relevance of that clause to the lag payroll dispute.

In its argument the County acknowledged that it had altered its prior payroll practice but it asserted that it was required to do so by Article 369.4 of the County Law, which provides that a payroll must be certified "as to its correctness" before employees be paid.

In concluding its reversal decision PERB also indicated that Orange County had "made no specific negotiation proposal regarding any kind of lag payroll."

the union's Delegates voted unanimously to join in support of other labor organizations by going on record in opposition to hospital closings.

CSEA has been vocal and effective in its efforts to oppose threatened closings of state mental health and mental retardation facilities and has joined with AFSCME District Council 37 to oppose proposed hospital closings in New York City.

Special notice to State employees:

The CSEA Employee Benefit Fund is notifying all employees in the state's Administrative, Institutional, and Operational bargaining units that Dental Insurance Forms are now available by mail. To receive your form as soon as possible, complete the following information coupon and send to:

(clip here)

PS 12/26

EMPLOYEE BENEFIT FUND
1 Park Place
Albany, New York 12205
(Please print clearly)

Name: _____

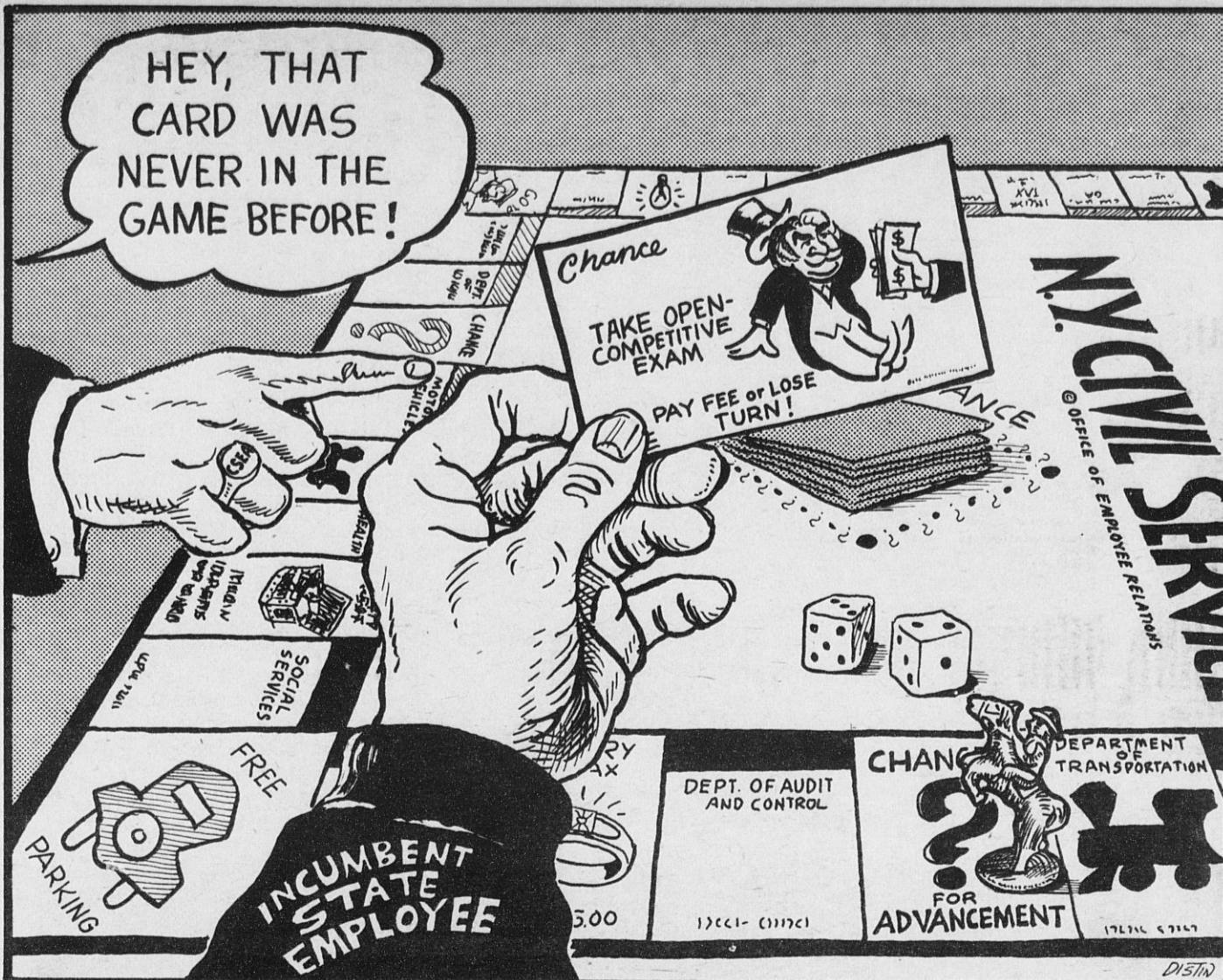
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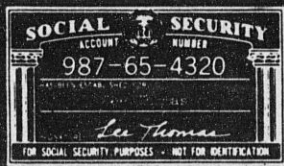
State: _____ Zip: _____

Openings available

ALBANY — The State Department of Civil Service has reminded that openings for stenographers exist in the Albany area, and that examinations for the openings are given regularly at the Department of Civil Service, Building 1, State Office Building Campus, Albany, New York 12239.



questions and answers



Q. My daughter recently became entitled to Medicare because she's been getting social security disability payments for 2 years. Will she always have Medicare coverage, or will it stop at a certain age?

A. If a person has Medicare because of disability, Medicare hospital and medical insurance protection will end if the person's entitlement to disability benefits ends before age 65. As long as the person is getting disability checks, Medicare protection will continue.

Q. My husband died last month. Can I cash the social security check that arrived this month, or am I supposed to return it?

A. No benefits are payable for the month of death. For example, if the beneficiary died in October, the check dated November 2, (which is payment for October) should be returned unless the check is made out jointly to a husband and wife. In that case, the survivor should ask at a social security office whether to cash the check.

Q. When my first child was born, I quit my job as a book-keeper. Now that all the children are in school, I've decided to return to work. Were the social security credits I earned in my former job taken off my record when I stopped working?

A. No. Any social security credits you earn, regardless of when you earn them, remain on your social security record. Of course, if you stop working before you have enough credits, no benefits will be payable on your social security record. But, if you return to work, you can earn any additional credits you need to get benefits.

Q. My husband died several weeks ago. I know I'm supposed to file an application for social security survivors benefits, but I don't know what papers to take with me. Can you tell me what I'll need?

A. Some of the proofs you may need to apply for survivors benefits are your social security number and the deceased worker's number; proof of your age; proof of marriage; the children's birth certificates, if

they are applying for benefits; and the deceased worker's income tax forms or returns for the year before death. Don't delay applying because you don't have all these proofs. The people at the social security office can suggest other proofs that can be used.

Q. My husband and I both have Medicare coverage. We've been thinking about joining a prepayment plan. Can you give us some information about how such plans work?

A. Prepayment plans make health services available to their members in a special way. Generally, each member pays regular premiums to the plan. The member can then receive health services the plan provides, whenever he or she needs them, without additional charges. In some plans, small charges are made for certain services. Many prepayment plans have made arrangements with Medicare to receive direct payments for Medicare-covered services they furnish to their members. For more information, call any social security office.

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the union that works for you

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In the event that you change your mailing address, please fill out the below form and send it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224. This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.
My present label reads exactly as shown here (or affix mailing label)

Name _____ Local Number _____
Street _____
City _____ State _____ Zip _____

MY NEW ADDRESS IS:

Street _____
City _____ State _____ Zip _____
Agency where employed _____
My social security no. _____ Agency No. _____

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Assaults on employees continue as major problem at Syracuse



ABOVE, CSEA FIELD REP TERRY MOXLEY says assaults against employees are largely fault of management. "It appears the egos of some administrators do not allow them to admit failure. . ." he says.

Editor's note: Two recent editions of The Public Sector reported how mental hygiene Therapy Aide Sheri Ranger had been assaulted five times in five months at Syracuse Developmental Center. Ms. Ranger's problem appear to be only the tip of the iceberg.

SYRACUSE — The plight of the employees of Syracuse Developmental Center (SDC) appears to be deteriorating.

Most recently, a therapy aide

trainee was terminated for tardiness and absenteeism when those problems were directly related to on-the-job injuries, according to CSEA Field Representative Terry Moxley.

CSEA is continuing to collect affidavits and formal complaints concerning violent attacks on staff by unrestrained, dangerous patients.

Lauri Becker was terminated Dec. 12 for tardiness and absenteeism after having suffered a concussion, broken ribs and back problems from job-related injuries including being assaulted by a violent patient, Moxley said.

He said Ms. Becker's firing will be appealed through an Article 75 hearing under the Civil Service Law. Ms. Becker was hired Jan. 25, 1979, and was still a probationary employee.

Ms. Becker's problems and injuries are indicative of a situation at SDC where the administration fails to show concern for the safety of the staff, he said.

Ms. Becker said her notice of discipline came two days after she had a confrontation with Elizabeth Carroll, SDC's personnel officer.

SDC CSEA Local 424 President Santo DeVito said on the average there are about one or two incidents of serious injury a week caused by violent patients assaulting staff and other patients at the facility.

"Employees don't have much chance. We do not have the tools to handle a client when he becomes violent. Also, our members are afraid of getting fired.

The same patient who assaulted Ms. Becker also injured Therapy Aide Carolyn Clark to such an extent that she has been recuperating on comp time since May, Ms. Becker said.

Moxley believes many of the problems at SDC can be traced to the failure of the administration to restrain violent patients who, instead are allowed to roam free at SDC.

"It appears the egos of some administrators do not allow them to admit failure by restraining a patient," Moxley said.

Ms. Becker's problems come on top of those of another therapy aide, Sheri Ranger, who was assaulted by violent patients five times in five months. Her injuries included a broken nose (twice), ruptured blood vessels in the right eye, a broken finger and burns from hot coffee being poured on her head.

In what Moxley called a "drastic step," criminal assault charges have been filed against one of the SDC patients who assaulted Ms. Ranger. Other actions taken and or contemplated concerning Ms. Ranger's problems include:

- Filing of grievances on the safety of SDC personnel and for Ms. Ranger's disability compensation.
- Contemplation of filing an Improper Practice regarding harassment of Ms. Ranger, who is a union steward.
- Investigation for a possible civil suit by Ms. Ranger against New York State for plastic surgery not covered by Health Insurance.

Moxley said Ms. Ranger's problems "appear to me to be related to her union activities. She had no problems on the job for the first year of her employment.

"Then in November, 1978, she became a steward and filed a grievance. A short time later she was transferred involuntarily to another service where her new supervisor harassed her and gave her a disciplinary.

"When Ms. Ranger asked to be transferred, she was placed on a service with a notorious reputation for violent patients. It was not until she started working on that service that the assaults started."

Also SDC's personnel officer, Ms. Carroll, a layman, rejected the diagnosis of Ms. Ranger's doctor and ordered her back to work prematurely, Moxley says.

While problems at SDC appear to be peaking, the problems started more than two years ago and have been building since, he said. He believes the problems stem from the combination of the job freeze on State hiring and the addition of more violent patients to SDC, both of which occurred about two years ago.

Ms. Becker and Ms. Ranger also pointed out there is a shortage of male employees, and a number of the male employees work with elderly and child patients instead of with the more violent patients.



RIGHT, LAURI BECKER — She was terminated after suffering a concussion, broken ribs and back problems caused by a violent attack upon her by a patient at Syracuse Developmental Center.



ONONDAGA COUNTY CSEA LOCAL 834 President Thomas Murphy, sitting on right, joins the executive board of the local's City of Syracuse Unit including, standing from left, Marie S. De Groot and Mary Susco, board members; Fran Guido, second vice president; Cindy Corona, first vice President; John J. Ciciagelli and Diane Deapo, board members; standing from left, Jerri Hobson, secretary; David Cusaro, treasurer; Jo-Anne L. Colverd and Andrew Woloszyn, board members; and Lee R. Fordock, president.

Onondaga local watching potential problems

SYRACUSE — Onondaga County CSEA Local 834 is keeping a watchful eye on how the county is handling personnel adjustments caused by the consolidation of Van Duyn Home and Hospital into one building, Local 834 President Thomas Murphy notes.

Murphy, who also is president of the Van Duyn Unit, explained that prior to the consolidation in the new facility in August 1979, the facility was scattered in five locations, causing patients, food

laundry, etc., to be transported among the buildings.

Since the consolidation, six employees involved in that transportation received layoff notices effective Jan. 1, 1980, Murphy said.

Layoffs, according to the contract between the county and CSEA, are by job title county wide, and involved employees retreat to previously held titles, he said.

"The six Van Duyn employees will be placed in other positions. If

anyone is laid off, they will be on preferred lists for a year," Murphy said.

"As local president, I have requested a seniority list from the county for the job titles involved (driver, messenger, laborer and custodian). We are going to police the procedure.

"If anyone is ultimately laid off, they better be the first ones hired in that job classification," he said.

The quest to eliminate a double standard

OSHA

MANHATTAN — "Public service is the most dangerous profession in New York State, and it is unconscionable to allow workers to be injured, maimed or killed in occupational accidents that are preventable by reasonable safety standards," William McGowan told the New York State Senate Labor Committee at recent hearings.

The CSEA president was testifying at December 20 hearings at the World Trade Center in Manhattan on occupational safety and health standards for state and local government public employees.

"The CSEA demands, not only that the State adopt OSHA, but that it enacts a safety standards and enforcement program that exceeds mere compliance with OSHA," McGowan said.

The purpose of the hearings, according to Labor Committee Chairman, Senator Norman J. Levy (R-Merrick), was to obtain testimony about public employees' occupational safety and health standards for state and local governments. New York State has

neither the Federal Occupational Safety and Health Act (OSHA) nor safety requirements mandated by the New York State labor law protecting public employees although OSHA has been extended to workers in private industry.

"It is hypocritical for any government mandating health and safety standards in the private sector to deny its own employees equal protection. We are tired of being second-class citizens," Mr. McGowan said.

"The CSEA position is that public employees have a right to expect safe places to work and safe machines and tools to do their jobs, without fear for their lives and health," Mr. McGowan told the committee which included Senator John E. Flynn (R-Yonkers) and Martin Connor (D-Kings).

Accompanying Mr. McGowan to the hearings were Nels Carlson, collective bargaining specialist, an expert on OSHA, Atty. James Featherstonhaugh, CSEA chief counsel, CSEA guest Al Weaver, former safety director of North Carolina, and Bernie Ryan, CSEA Political Action Director. Ac-

ording to Mr. Ryan, a bill to make OSHA mandatory for public employees has been submitted to the New York Legislature but only in one house. Assembly Bill 6199, sponsored by the former Chairman of the Assembly Labor Committee Sal Weprin (D-Queens), is in committee but there is no bill in the Senate as yet.

"We hope that a bill will come out of this round of Senate Labor Committee hearings," Mr. Ryan said.

Atty. Featherstonhaugh testified after Mr. McGowan and told the committee that the absence of OSHA standards is not only inhumane but expensive.

"In 1977 alone, it cost New York more than 18 million in compensation. When you use a multiple of eight — to include the lost time, the retraining of personnel to replace injured employees — that amounts to a half a billion dollars in direct costs."

Mr. Weaver testified that North Carolina reduced accident and health costs by 50 per cent after adopting OSHA. "It was a savings to taxpayers, government, and employees alike," he said.



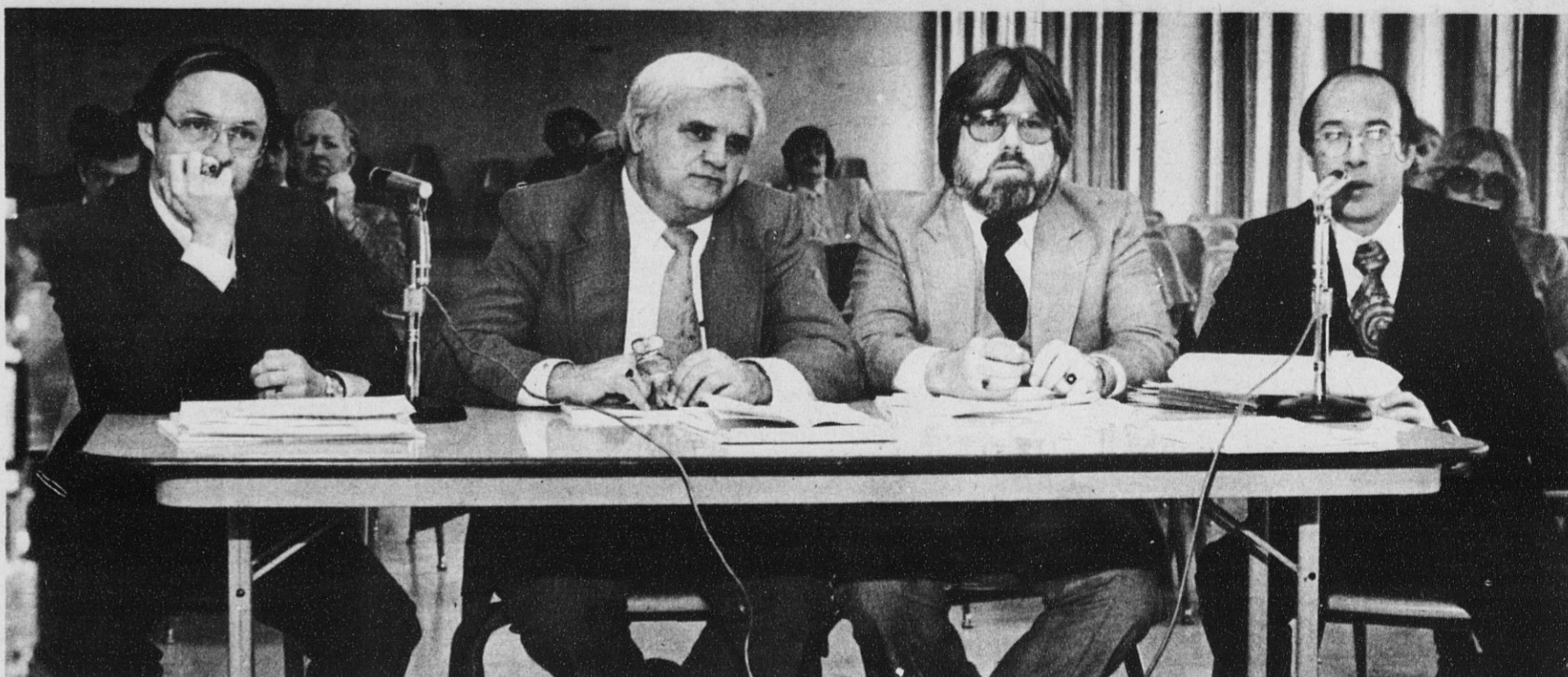
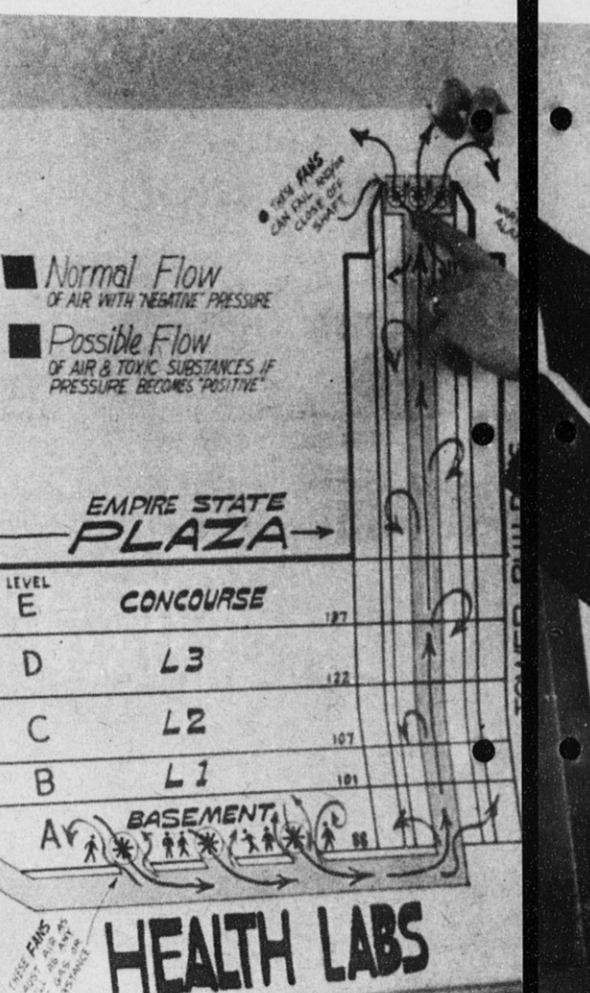
Above, INTENSITY OF PURPOSE clearly registers in faces of CSEA President William L. McGowan, left, and CSEA safety expert Nels Carlson as they appear to testify before a Senate Labor Committee hearing on December 20 in New York City to push for occupational safety and health protection for public workers in New York State.



Right, SAFETY ON THEIR MINDS — The day before CSEA witnesses testified before the Labor Committee in New York City, top union officials met in Albany with representatives of the National Safety Council. Participating, among others, were, from left, Jack Suarez of the Council, CSEA safety expert Nels Carlson, CSEA President William L. McGowan, National Safety Council President Vincent L. Tofany, and Arnold Fisher of the Council.

Right, TESTIFYING ON BEHALF OF CSEA Labor Committee hearing were, from left, Atty. James Featherstonhaugh, CSEA President William L. McGowan, CSEA safety expert Nels Carlson, and union Al Weaver, former safety director of the State of North Carolina.

Below, CSEA ATTY. JAMES FEATHERSTONHAUGH uses a graphic display to show how lack of OSHA protection allowed a potentially dangerous condition to exist in Empire State Plaza buildings occupied by thousands of public workers in Albany.



President's Message

It's traditional to begin a new year with all kinds of vague promises about the opportunities of the coming year and the hope of better days ahead. This year, however, public employees have much to be worried about. Not the least of these worries is whether the New York Legislature will finally give more than lip service to the right of "equal protection under the law" and extend to public employees the same occupational safety and health protection enjoyed by private sector employees.

It's symptomatic of the problem that this union has had to carry the ball to get even this far in the fight to make the state adopt Occupational Safety and Health Act (OSHA) protection for public employees. It's as if we are sub-human. Everyone agrees that a truck driver, clerk, construction worker, kitchen aide or any other worker needs protection in the private sector, but they conveniently ignore the same needs by the same kinds of workers in the public sector.

"Equal protection under the law" means that laws will be applied equally to all people, but at least as far as OSHA is concerned, safety laws are anything but equal. The federal Occupational Safety and Health Act is a meaningful piece of legislation that has had a significant impact in making private sector jobs safer for private sector workers. It does not apply, however, in the public sector unless voluntarily adopted by the Legislature and to date the Legislature has ducked the issue with great success. We have had three separate studies on the need for public sector OSHA and, despite agreement by all three studies that there is a pressing need, there is still no OSHA for public employees.

There is overwhelming evidence of the need for occupational safety laws that apply in the public sector. After all, how can a government in a democratic society founded on the principles of individual freedom allow its own employees to be massacred in occupational accidents that are avoidable? Indeed, how can a government deny such protections in the face of expert testimony that this denial is costing state and local government taxpayers tens of millions of dollars in avoidable compensation and productivity losses?

Yet there is still not justice for public employees and there is still no occupational safety law to prevent public employers from injuring and maiming public employees in avoidable accidents.

Last year the State Assembly passed a bill that was a real step forward toward the goal of OSHA protection for state and local government employees. Yet the State Senate saw fit not to act in the face of intense lobbying by local governments who were talking dollars while we were talking lives. This year the battle lines have been clearly drawn and this union will not leave a single stone unturned. We have spent a great deal of time, sweat and money to develop considerable political leverage and we will use every ounce of that leverage to make OSHA a reality instead of a promise.

Incredible as it may seem, we are entering this battle armed on the one hand with a compelling humanitarian argument against carnage in the work place, and armed on the other hand with the promise of relief for taxpayers from the ever-increasing burden of compensation and productivity costs and, yet, we still face an uphill battle to get for our people what the private sector has had for seven years.

OSHA must be won this year, or all of the momentum that we have been building over the past several years will be lost. We have carried our message from one end of this state to the other and with encouraging response from the public. They cannot understand why we are denied the protections that they enjoy anymore than we can. This is the year that we must act.

Can we win? Frankly, that depends on a number of factors not the least of which is us. We have justice on our side because no one can defend the needless injury of thousands of human beings annually when simple safety techniques could prevent them. We have economics on our side, because the record is clear that the benefits of OSHA through reduced injuries and reduced losses far outweigh the relatively minor costs of establishing a safety program. This would not be the first just issue, however, that went down in smoke in a legislative session.

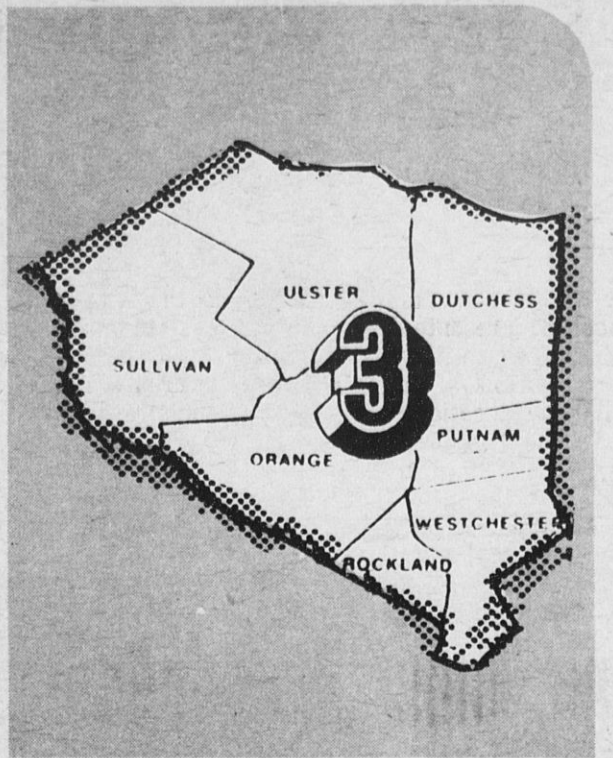
The bottom line on OSHA is us. How far are we willing to go to get it? Your union has been from one end of this state to the other testifying at hearings, holding press conferences, meeting with various experts, investigating safety problems and complaints, we have done everything that we can think of to make this injustice visible so that you would be aware of the need.

As this session unfolds, we will be rounting a campaign to let the legislature know that we will not accept another delay. We must demonstrate to them clearly that this is an issue that we cannot, and will not, let die. OSHA for us is literally a life or death issue and we must drive that point home.

In the coming weeks, our union will be putting together the pieces of a legislative lobbying effort on this issue. Your participation is an essential ingredient in our success or failure. We may ask you to send letters for us to show to your legislators, we may ask you to write to your legislator directly, we may even ask you to personally lobby face-to-face for OSHA. We must convince the legislature that a very large number of voters take this issue very personally.

When we ask for your personal support to make OSHA a reality for New York's public employees, remember that the ultimate factor in this fight is you.

William L. McGowan
WILLIAM L. MCGOWAN
President



McGowan meets with Region III local presidents

CSEA PRESIDENT William L. McGowan, left, and Southern Region III President James Lennon listen attentively to a question being asked by a local president from Region III. McGowan visited all six CSEA regions to meet with local officers in question-answer sessions. The Region III meeting was last month in Fishkill.

FISHKILL — CSEA President William L. McGowan met with the presidents of the locals in CSEA Southern Region III recently, one of a series of question-answer sessions McGowan has had with local presidents throughout the state.

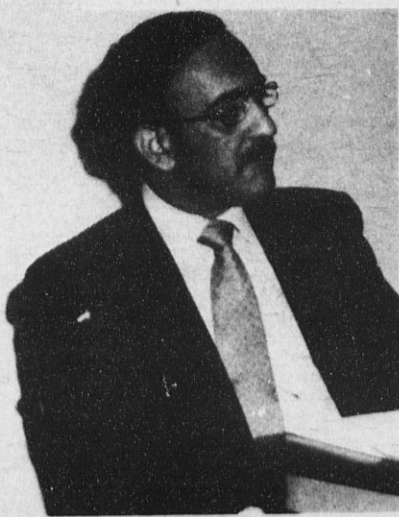
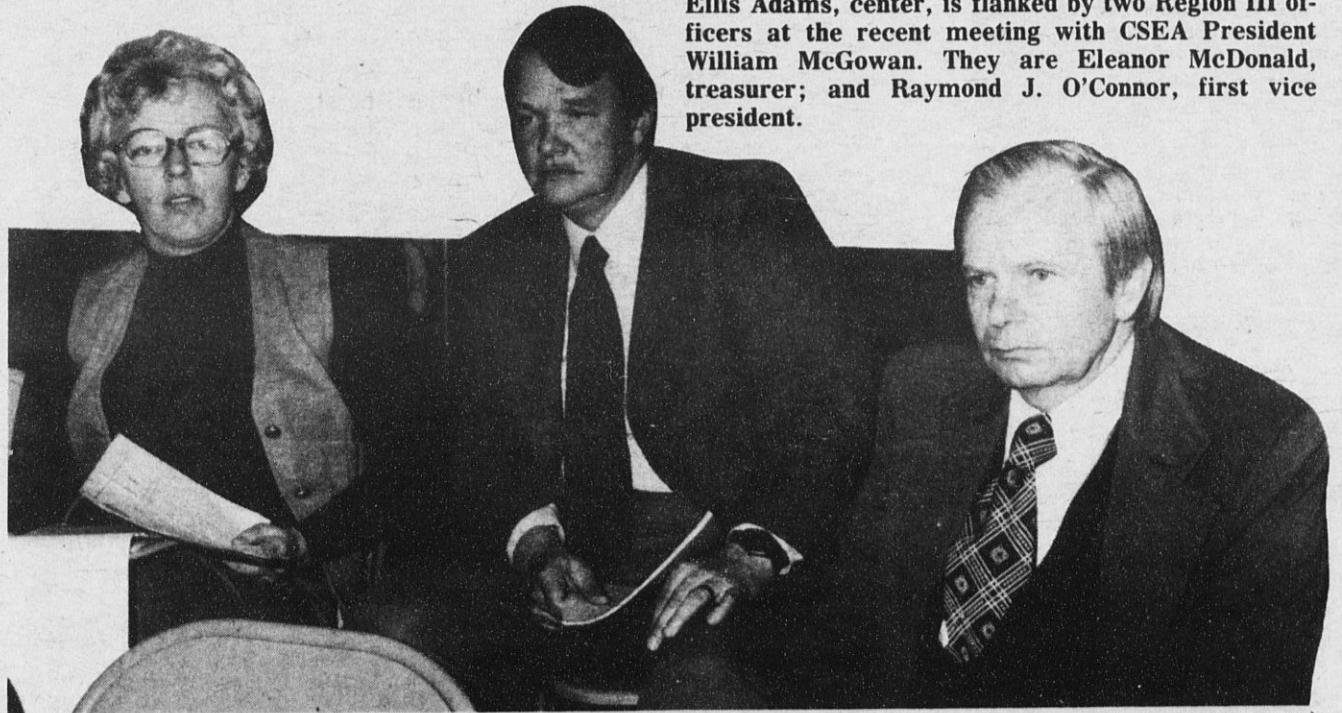
Questions ranging from the affiliation with AFSCME to ideas for potential legislation were discussed.

McGowan met with presidents of state locals in the afternoon and with presidents of county locals in the evening. The meetings were held at Region III headquarters.

In between the two meetings was a session on the State Employee Evaluations conducted by Marie Romanelli, a member of the Cumquat Committee and president of SUNY New Paltz Local 610.

DUTCHESS COUNTY CSEA LOCAL 814 President Ellis Adams, center, is flanked by two Region III officers at the recent meeting with CSEA President William McGowan. They are Eleanor McDonald, treasurer; and Raymond J. O'Connor, first vice president.

BELOW, FIELD REPRESENTATIVE Flip Amodio, left, and Region III Director Thomas Luposello are among the staff attending the meeting with CSEA President William McGowan.



AMONG THE STATE DIVISION local officers attending the meeting are, from left, Margaret Zettle, Mid-Hudson Psychiatric Center Local 448; and Mary Garrison and Pat Nealon, Judiciary Local 332.

CSEA strongly against proposed HESC bill

ALBANY — CSEA has blasted a proposed bill that would turn the State Higher Education Services Corporation (HESC) from a state agency into a public-benefit corporation, and its director into a "virtual dictator."

Ruth E. Smith, president of CSEA Higher Education Services Corp. Local 667, presented the union's position in writing to Sen. Kenneth P. LaValle (R-Suffolk), chair of the Senate Higher Education Committee.

"Under the bill, S5906, the corporation's executive director would have total control over all its activities," she noted. "These would include the powers to lend money, establish fees, enter into contracts for property, goods or services, and unilaterally to appoint employees and

set their terms and conditions of employment." She pointed out that such power in the hands of the executive director would make him a "a virtual dictator."

The 550 Higher Education Services employees represented by CSEA, all in the Albany area, process Tuition Assistance Program and Regents scholarships, as well as student loans. They are in CSEA's statewide Administrative Services bargaining unit.

"The executive director if this bill passed, would be in a position to hire and fire employees at will, without regard to the Civil Service Law," Ms. Smith wrote.

Another big problem with the bill is its lack of employee protections. "The new corporation would not be

subject to the Civil Service Law," Ms. Smith warned. "Present employees would continue to hold their positions only at the discretion of the Executive Director."

The union leader also warned against other versions of the same bill, which she said "may surface in some other form like a phoenix arising from its own ashes."

She noted that the services performed by HESC are similar in nature to those performed by other state agencies, and that turning HESC into a public-benefit corporation "would only result in the removal of HESC from the beneficial scrutiny of the legislative and executive branches of government."

Ms. Smith added that one current

public benefit corporation, the Off-Track Betting Corporation, has been the target of severe criticism in the Albany-area press recently for, among other problems, nepotism and political favoritism in hiring and awarding contracts.

"There is no evidence that the public benefit corporation mode is either more responsive or more efficient," Ms. Smith concluded. "In fact, the evidence is to the contrary. There is no justification for the proposed change."

CSEA's Office of Political Action and Legislation, in full agreement with Ms. Smith's position on the matter, has targeted the bill for defeat in the 1980 session.



THESE CSEA CAPITAL REGION LOCAL REPRESENTATIVES were among leaders who met with statewide CSEA President William L. McGowan, center, during one of his recent factfinding series he conducted throughout the union's six regions. From left are Shirley Ponkos, Columbia County Local president; Ruth Bates, Washington County Board of Directors representative; Larry Riley, Washington County Local president; Glennen Woodward, Greenwich Unit president; Jeanne Kelso, Clinton County Local president; William Sohl, Fulton County Local president; Mr. McGowan; Kathryn Saddlemire, Schoharie County Local president; William Zippiere, Montgomery County Local president; Edward Evans, Rensselaer County Educational Local president; Joseph McDermott, CSEA Capital Region president; John Miller, Saratoga County Local president; Richard Canniff, Greene County Local president; and Alfred Farone, Schenectady County Local president.

Grievance was handled properly

ALBANY — A Public Employment Relations Board hearing officer has ruled that CSEA correctly handled a grievance by a member whose job was abolished in the 1976 state budget crunch. The man had filed an improper practice charge against the union, claiming CSEA breached its fair representation duty when CSEA lawyers dropped the case because they felt he would lose his case since he did not have permanent civil service status at the time.

The IP charge filed in April 1979 by

Saul Kandel, former vocational instructor with the State Drug Abuse Control Commission, alleged that CSEA violated Article 209-a.2 (a) of the Public Employees' Fair Employment Act by failing to properly represent him in a grievance filed against the state of New York.

In reviewing the facts of the case, PERB indicated Kandel received his first state appointment in May 1974 as a vocational instructor with the Drug Abuse Control Commission and achieved permanent civil service status in that title. In June 1976, his job was abolished and his name was placed on a preferred eligibility list. Approximately one year after being laid off, Kandel was appointed to a new state position as a Disability Analyst Trainee with the Department of Social Services. He was not hired from the preferred list, however, but as the result of the efforts of a joint CSEA-State committee.

Kandel started with the Bureau in September 1977. During his first few months on the job, he received two "probationary period evaluation reports" and, as a result, was ter-

minated January 11, 1978. The same day Kandel filed a grievance claiming that the state, by not giving him a hearing prior to his dismissal, had violated Article 33 of the State-CSEA contract.

The state later ruled that Kandel was not a permanent employee and was not entitled to an Article 33 hearing, a ruling which CSEA appealed. Over a period of several months thereafter, Kandel received advice and consultation from CSEA representatives, and union attorneys in late 1978 dropped the appeal when it was determined that Kandel was, in fact, not a permanent employee. Kandel, in April 1979, brought the improper practice charge against the union.

PERB Hearing Officer Louis J. Patack, in December 1979, issued a decision upholding CSEA. "The record establishes that CSEA, far from ignoring the merits of the case, thoroughly investigated both its factual and legal aspects, and thus fulfilled its statutory obligation," Patack stated.

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Please send me a membership form for membership in Retired Civil Service Employees of CSEA.

Name _____

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City, State _____ Zip _____

Date of Retirement _____

Calendar of EVENTS

JANUARY

- 11 — Region 6 meeting, 8 p.m., Rochester / Marriott Inn, Greece, N.Y.
- 12 — Region 6 meeting, 9:30 a.m., state and county workshop, general business meeting after lunch, Rochester / Marriott Inn, Greece, N.Y.
- 19 — CSEA President William L. McGowan informational meeting with Region VI presidents, Holiday Inn, Batavia. County Division presidents, 9:45 a.m.; State Division presidents, 1:15 p.m.
- 19 — Region IV Workshop, grievance procedure, 9:30 a.m.-3:30 p.m., Holiday Inn, Latham.
- 26 — Region I workshop, Safety and Health, 9 a.m.-5 p.m., Holiday Inn, Hauppauge.

COMPETITIVE PROMOTIONAL EXAMS

(State Employees Only)

Title	Filing Ends Jan. 14, 1980	Salary	Exam No.
Senior Insurance Policy Examiner		\$22,500	39-411
Social Services Disability Specialist		\$15,520	36-897
Senior Social Services Disability Analyst		\$18,255	36-898
Supervising Bank Examiner		\$32,475	39-394
Supervising Overseas Branch Bank Examiner		\$36,095	39-394
Principal Clerk		\$11,060	36-920
Principal Clerk (Payroll)		\$11,060	36-921
Principal Clerk (Personnel)		\$11,060	36-922
Principal Clerk (Purchase)		\$11,060	36-923
Principal File Clerk		\$11,060	36-924
Principal Mail and Supply Clerk		\$11,060	36-925
Principal Statistics Clerk		\$11,695	36-926
Principal Stenographer		\$11,695	36-927
Principal Stenographer (Law)		\$11,695	36-928
Principal Stores Clerk		\$11,695	36-929
Coordinator of Volunteer Services		\$17,320	36-889
Coordinator of Volunteer Services (Spanish Speaking)		\$17,320	36-889
Institution Food Administrator		\$18,225	36-907
Mental Hygiene Program Evaluation Specialist IV		\$26,390	36-934
Mental Hygiene Program Evaluation Specialist III		\$21,345	36-935
Mental Hygiene Program Evaluation Specialist II		\$17,320	36-936
Senior Farm Products Inspector		\$14,680	36-892
Supervising Farm Products Inspector		\$17,320	36-893
Food Inspector II		\$14,680	36-894
Food Inspector III		\$17,320	36-895
Food Inspector IV		\$20,225	39-415
Food Processing Inspector		\$13,125	36-937
Commerce District Administrator I		\$27,795	39-409
Commerce District Administrator II		\$32,475	39-410
Rehabilitation Interviewer		\$ 9,865	00-033
Senior Rehabilitation Interviewer		\$12,395	36-930
Senior Insurance Policy Examiner		\$22,500	39-411
Tax Technician Trainee I		\$ 8,950	36-912
Tax Technician Trainee I (Spanish Speaking)		\$ 8,950	36-912

STATE OPEN COMPETITIVE JOB CALENDAR

Filing Ends January 21, 1980

Title	Salary	Exam No.
Consejero de Trabajo (de Habla Hispana)	\$12,583	25-140
Conservation Biologist (Aquatic)	\$11,250	25-131
Conservation Biologist (Ecology)	\$11,250	25-132
Conservation Biologist (Extension)	\$11,250	25-133
Conservation Biologist (Wildlife)	\$11,250	25-134
Coordinator of Volunteer Services	\$14,075	25-101
Coordinator of Volunteer Services (Spanish Speaking)	\$14,075	25-101
Economic Opportunity Program (Specialist I)	\$11,250	25-046
Employment Counselor	\$12,583	25-141
Food Inspector I	\$10,624	25-164
Food Inspector Trainee	\$ 9,348	25-163
Human Resources Program Analyst	\$18,301	25-044
Institution Food Administrator	\$18,250	25-126
Mental Hygiene Program Evaluation Specialist IV	\$22,623	25-139
Mental Hygiene Program Evaluation Specialist III	\$18,301	25-138
Mental Hygiene Program Evaluation Specialist II	\$14,075	25-137
Mental Hygiene Program Evaluation Specialist I	\$11,250	25-136
Rehabilitation Interviewer	\$ 9,865	25-130
Rehabilitation Interviewer (Spanish Speaking)	\$ 9,865	25-130
Supervisor of Volunteer Services	\$11,250	25-100
Tax Technician Trainee I	\$ 8,950	25-125
Tax Technician Trainee (Spanish Speaking)	\$ 8,950	25-125
Transportation Supervisor	\$11,250	25-135

Evaluations of Training and Experience

Filing Ends January 14, 1980

Title	Salary	Exam No.
Director, Division of Continuing Education	\$34,250	27-984

Filing Ends January 15, 1980

Airport Development Specialist I	\$14,075	27-975
Airport Development Specialist, Senior	\$18,301	27-976

OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I (Spanish Speaking)	\$9,029	20-174
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee (Spanish Speaking)	\$7,204	20-394
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee (Spanish Speaking)	\$10,824	20-876
Social Services Management Specialist (Spanish Speaking)	\$11,450	20-876
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Stenographer	\$7,900	
Psychiatric Therapy Aide	\$9,865	20-110
Principal Clerk (Surrogate)	\$9,481	24-990
Senior Clerk (Surrogate)	\$7,565	24-989
Supervising Janitor	\$9,865	25-127
Head Housekeeper	\$11,060	25-128
Director, Bureau of State Information	\$30,800	28-004
Commerce District Administrator I	\$23,829	28-006
Commerce District Administrator II	\$27,842	28-006
Chief Transportation Project Manager	\$27,800	28-007
Chief System Planner (Gas)	\$34,250	29-283
Principal System Planner (Gas)	\$25,000	29-282

You may contact the following offices of the New York State Department of Civil Service for announcements, applications, and other details concerning examinations for the positions listed above.
 State Office Building Campus, First Floor, Building I, Albany, New York 12239 (518) 457-6216
 2 World Trade Center, 55th Floor, New York City 10047 (212) 488-4248.
 Suite 750, Genesee Building, West Genesee Street, Buffalo, New York 14202 (716) 842-4260.

Problems lead to action at Oyster Bay

OYSTER BAY — A wildcat job action and a law suit against the Town of Oyster Bay by Nassau County CSEA Local 830 highlighted the end-of-year problems by the Oyster Bay Unit with the town.

The job action, on Nov. 29, 1979, involved approximately 115 employees of the town Public Works Department, Highway and Sanitation divisions. Local 830 President Nicholas Abbatiello reported.

He said the job action, which included a demonstration in front of the

Highway Division building, was over a controversial promotion and over alleged harassment of two unit officials by the town.

The law suit involves the harassment of one of those officials, Unit President Pat D'Alessio.

Abbatiello said a number of senior employees in the Highway Division were bypassed by promotion in their division in favor of the lateral transfer of a less senior employee from the Sanitation Division.

He also said the employees were

angry over the alleged harassment of D'Alessio, a Highway Division foreman; and John Tortorice, a Sanitation Division shop steward.

The job action was started by the highway employees who were joined by the sanitation employees, Abbatiello said. The job action ended in the late morning with the employees returning to work, he said.

He said the sanitation employees who later completed their routes avoided any penalties while the highway workers will be charged for the time not worked.

Later that afternoon, CSEA Field Representative Rigo Predonzan and Local 830 Administrative Assistant Nicholas Delisanti met with Town Supervisor Joseph Colby. Colby agreed to stop the harassment of Tortorice by allowing him to function as he had prior to the harassment and to check into the legality of the lateral transfer.

The union received word on Dec. 3 that the transfer was legal, Abbatiello said.

Abbatiello said a law suit has been filed against the town for ordering D'Alessio from his 100 percent released-time position as unit president and taking away a town truck from his use.

The CSEA-town contract provides the unit president with 100 percent released time and no loss of benefits, Abbatiello said.

He also noted the harassment of D'Alessio and Tortorice came after Colby's re-election. CSEA endorsed his opponent.



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Grievance filed

VALHALLA — Employees of Westchester County Community College were forced to use one of their personal days when the college closed for the day after Thanksgiving, and a grievance has been filed, according to Carmine DiBattista, business agent for the Westchester County Unit of CSEA Local 860.

DiBattista said under the contract between the county and CSEA, the action by the college administration constitutes a lockout and is a violation of the contract. He said the college was the only county worksite where such a lockout occurred.

The college was closed on Nov. 23 and the employees were charged for the day off, Raymond J. O'Connor, county unit president, said.

New office opened

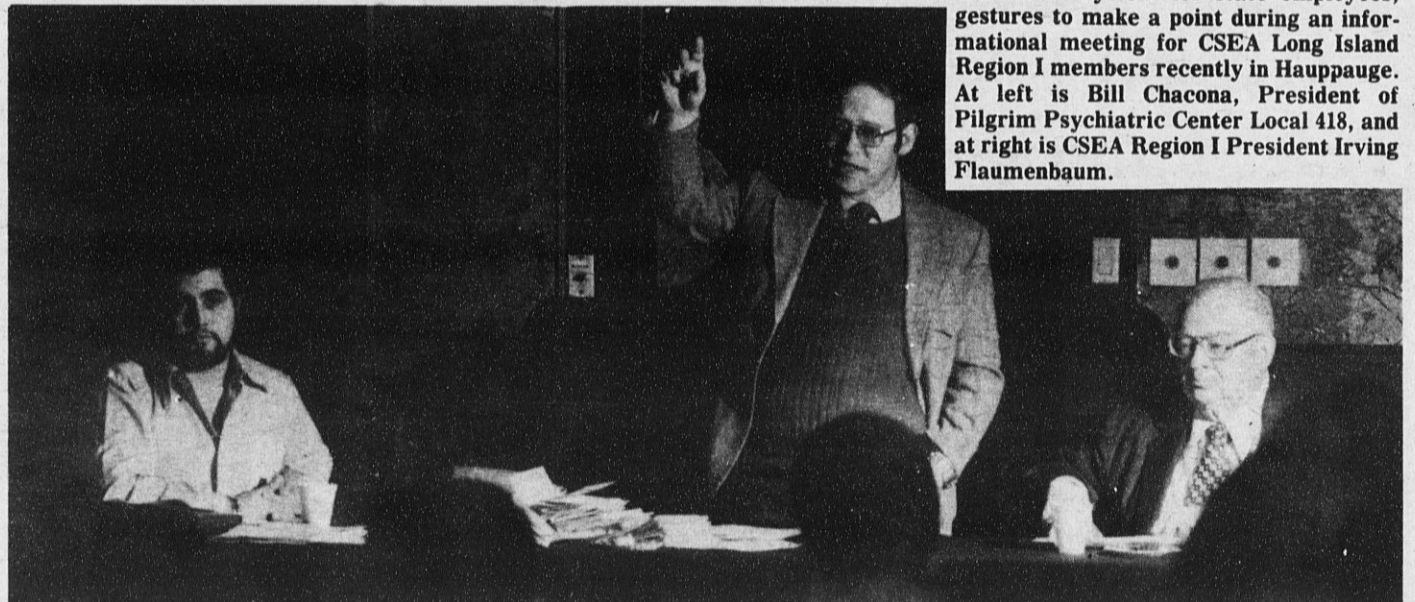
HAUPPAUGE — The Civil Service Employees Assn. opened a new Long Island Region I satellite office on January 2 at 350 Vanderbilt Motor Parkway, Hauppauge. The telephone number for the new office is (516) 273-2280.

And effective January 11 the Suffolk County CSEA Local office will move to 755 Waverly Avenue, Holtsville. The new number for the Suffolk County office will be (516) 475-8600 or 475-8601.

Retirement noted

The Board of Directors of Oneida County CSEA Educational Local 869 recently honored Jacob (Jake) Banek for his many years of dedicated service of the Local and CSEA.

Mr. Banek one of the original local members, also served as its first president. For the past 6 years he has served as Treasurer of Local 869. The retirement dinner in his honor was held at the American Legion in Holland Patent.



EVALUATION PROGRAM DISCUSSED — Martin Langer, administrator of the new performance evaluation and advancement system for state employees, gestures to make a point during an informational meeting for CSEA Long Island Region I members recently in Hauppauge. At left is Bill Chacona, President of Pilgrim Psychiatric Center Local 418, and at right is CSEA Region I President Irving Flaumenbaum.

Directory of Regional Offices

REGION 1 — Long Island
(516) 691-1170

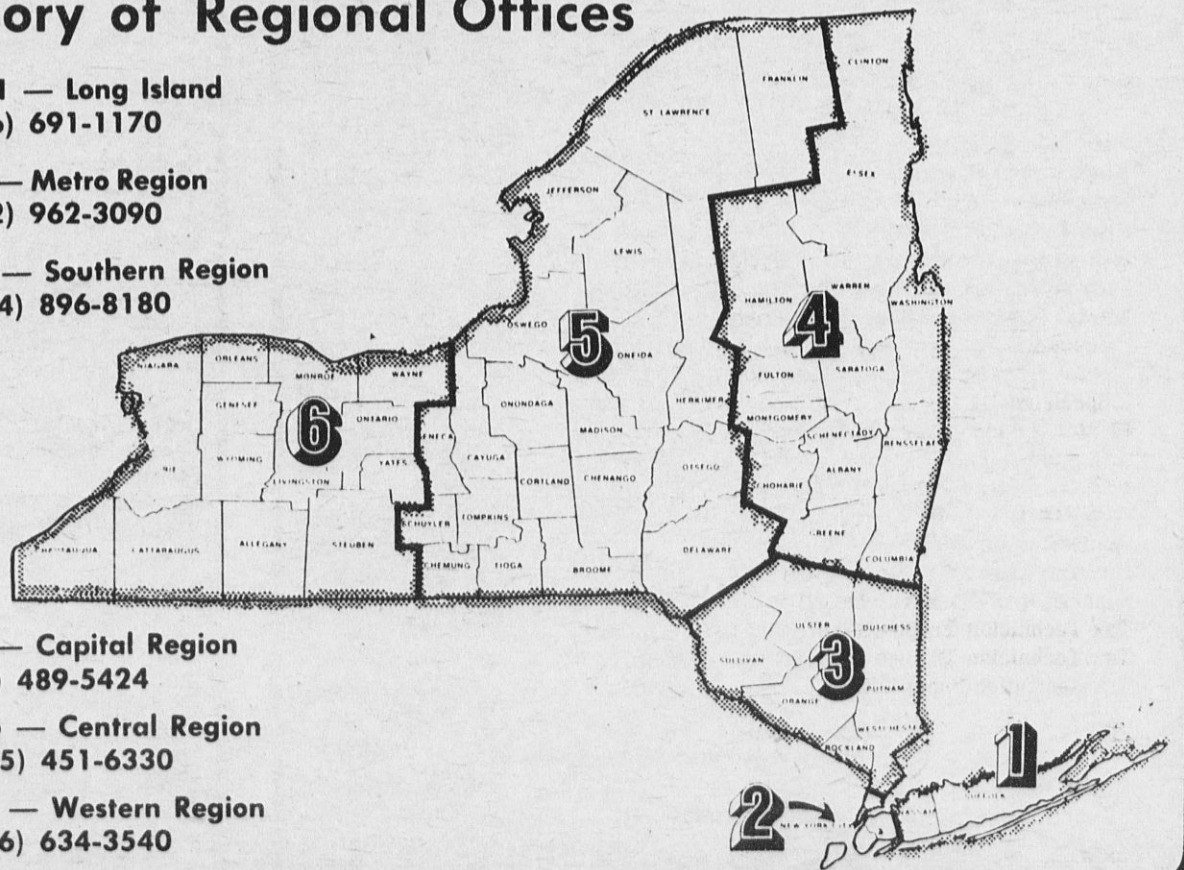
REGION 2 — Metro Region
(212) 962-3090

REGION 3 — Southern Region
(914) 896-8180

REGION 4 — Capital Region
(518) 489-5424

REGION 5 — Central Region
(315) 451-6330

REGION 6 — Western Region
(716) 634-3540



Right, MANY LEADERS FROM THE SCHOOL UNITS of Westchester County CSEA Local 860 attend the leadership conference including, from left, Al Hoad, White Plains Schools Unit; and Lythie Newsome and Henry Grabowski, Edgemont School District Unit of Scarsdale.



Develop new way of communicating, leaders are told

WHITE PLAINS — "We need to develop alternate ways of communicating with the membership. We need to create an environment for people to want to participate in the union," Dave Williams, AFSCME International director of education, told more than 50 persons attending the recent Westchester County CSEA Local 860 Leadership Conference.

Williams spoke on the need for a union to do more than just hold membership meetings as the means of communicating with members.

"People do give a damn even if they don't attend the meetings . . . Meetings are to conduct the business of the local," he said.

There is poor attendance at most meetings because few persons actually speak, which makes meetings a poor method of communication, Williams said.

Also at the conference, Robert McEnroe, AFSCME New York State director, spoke on solving problems. He stressed group involvement in the decision-making process usually was superior to individual action.

As part of the AFSCME presentation was the film "Don't bend, fold, spindle or mutilate," which was about internal communication problems of a local.

Coordinating the conference was Local 860 Third Vice President and Education Chairman Janice Schaff. CSEA Field Representatives attending the conference were Joe O'Connor, Don Patrick and Larry Sparber.

Also attending the conference from AFSCME were staff members Steve Regenstreif, Jan Radle, Anita Patterson and Seren Hrachian.

Above, AFSCME INTERNATIONAL EDUCATION DIRECTOR Dave Williams, left, speaks to members of Westchester County CSEA Local 860. Williams emphasized the need for improving communication within locals. Among those in the audience at the leadership training session are, from left, Jack Yanuzzi, Village of Mamaroneck Unit; William Harrington, Elmsford Schools Unit; and Raymond Moniz, Yonkers Schools Unit.

Right, AFSCME NEW YORK STATE DIRECTOR Robert McEnroe stressed group involvement in the decision-making process of a local. He said it usually is superior to individual action.

Below, SOUTHERN REGION III PRESIDENT James Lennon joins Local 860 Third Vice President and Education Committee Chairman Janice Schaff at the local's leadership conference. Ms. Schaff was coordinator of the event.



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