

A Personal Legal Plan will be available soon

ALBANY — An exciting new benefit is in the works for state employees in the Administrative, Institutional and Operational bargaining units.

President William L. McGowan announces that the CSEA Employees Benefit Fund "on or about May 1" will initiate a Personal Legal Plan (PLP) administered by the law firm of Roemer and Featherstonhaugh.

A survey of EBF members revealed an "overwhelming demand" for such a service.

Phase I of the legal plan will feature a toll-free telephone number which eligible participants could call to receive simple legal advice. A document review service would also be available.

The theory behind these services is that early intervention of a lawyer often prevents matters from growing into expensive litigation.

Wills which do not contain trusts and provide for the simple disposition of assets would also be

prepared for eligible EBF members and their spouses.

Phase II of the legal plan would establish a network of attorneys throughout the state who would also draft simple wills. In addition, these "area attorneys" would charge fees approximately one-third less than prevailing rates for certain specified legal services. They would also be expected to maintain convenient Saturday and evening hours, and accept major credit cards in payment.

The Personal Legal Plan is another example of how the CSEA-administered Employee Benefit Fund is providing members more services with the same employer contribution. The CSEA EBF is making the same dollars provide more benefits.

Information on a specific start-up date and additional details will appear in future editions of *The Public Sector*.

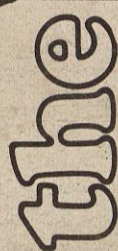
UNION WORKING TO PROTECT DFY JOBS

ALBANY — Proposed staff reductions in the Division for Youth could put 173 CSEA members out of work, but the union is fighting the layoffs.

CSEA President William L. McGowan has called the Governor's Office of Employee Relations and the Civil Service Department to make sure that these workers will have other job opportunities if the closing and consolidation of DFY facilities do take place.

Of the positions slated for elimination, 154 are Youth Division Aide IV positions. Currently, the Civil Service Department does not recognize the YDA IV as being comparable with any other title in state service.

"Clearly, the youth division aides have skills and experience comparable to other state titles. The Civil Service Department must move quickly to make sure these people qualify for transfers to similar titles," said CSEA President McGowan. "CSEA will work hard to make sure that no one is put out of a job as a result of these staff reductions."



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CSEA seeks to force state to release appropriated funds

Sue state over staff funding

ALBANY — CSEA has filed a lawsuit in State Supreme Court to make sure that money appropriated by the state Legislature for the Office of Mental Health, the Office of Mental Retardation and Developmental Disabilities and the State University is used for staffing in those agencies.

In the lawsuit filed this week, CSEA charges that Gov. Mario Cuomo and the Division of Budget unconstitutionally failed to spend funds appropriated by the Legislature to fill positions in those state agencies. CSEA is seeking a court order that the appropriated funds be released, and that the heads of the agencies named be directed to fill the positions as mandated by the Legislature.

In his first Executive Budget proposal, Gov. Cuomo called for large staff reductions in each of these agencies. But, the Legislature restored funds to maintain staff levels in each of these agencies before adopting a final budget. Even so, the Division of Budget has refused to staff the agencies at the levels called for by the Legislature.

In OMH, the Legislature restored approximately \$22 million above the governor's proposal to fund 1,504 positions. That would have resulted in a fill level for OMH of 37,436 positions. Instead, the Division of Budget is holding to a fill level of 36,073.

In OMRDD, the Legislature restored \$22.4 million to fund 1,022 positions for a fill level of 27,647. Instead, the Division of Budget is holding to a fill level of 27,100.

In SUNY, the Legislature restored approximately \$29.5 million to restore 2,697 positions for a fill level of 32,737 employees. But the Division of Budget has not allowed SUNY to fill those jobs.

"The leaders of the Legislature, in both houses and both parties, made a good faith effort to maintain the programs that the mentally ill and handicapped depend upon and the programs of the State University. But the Division of Budget has thwarted the will of the Legislature, creating a dangerous condition for both clients and

workers in our mental hygiene facilities and damaging the quality of the State University," CSEA President William L. McGowan said in announcing the lawsuit.

"CSEA is aware that the Legislature has again tried to remedy this situation by appropriating more money for these agencies in the deficiency budget. We are concerned that the will of the Legislature may again be blocked by the Division of Budget, and that is why we are seeking relief in the courts," McGowan concluded.

Legislators establish agency staff levels in dramatic move with deficiency budget

ALBANY — In the wake of CSEA lobbying efforts, the state Legislature has taken dramatic action to end the tragedy of shortstaffing in the mental hygiene agencies and to increase staffing in the state university system.

In the deficiency budget, which provides money for the rest of this fiscal year, the legislators have set staffing levels for the Office of Mental Health, Office of Mental Retardation and SUNY.

"This is exactly what CSEA has been calling for," said CSEA President William L. McGowan. "Our lobbying efforts are proving very successful."

The union documented in its report, "A Return to Tragedy," and in testimony at several legislative hearings that the Division of Budget

has refused to maintain the staff levels that the Legislature provided money for in these agencies. That refusal has damaged the quality of care and the working conditions in these facilities.

"Senator Frank Padavan and Assembly Speaker Stanley Fink have led the fight to restore adequate staffing in these agencies," McGowan said. Senate Majority Leader Warren Anderson, Senator John Marchi, Assemblyman Arthur Kremer and Assemblywoman Elizabeth Connelly have also played key roles in this battle between the Legislature and the executive.

CSEA Lobbyist James Featherstonhaugh has made the union's case for increased staffing with the Legislature. Featherstonhaugh explained,
(Continued on Page 15)

**JUMP ABOARD THE MONDALE BANDWAGON!
NY APRIL 3 PRIMARY LOOMS LARGE**

See Page 15

BETTER FOR LESS

CREATES PRIDE



CAMPUS OF THE COMMUNITY COLLEGE OF THE FINGER LAKES.

'WE FEEL WE'RE JUST TYPICAL OF OTHER PUBLIC EMPLOYEES'

AT CCFL, IT'S QUALITY WORK AT ONE-THIRD THE PRICE TAG

By Ron Wofford

CSEA Communications Associate

CANANDAIGUA — Steve Ernhout takes a lot of pride in his job. He's a member of a plumbing crew that is saving taxpayers money.

The Community College of the Finger Lakes (CCFL) plumber is especially proud that the job he and his crew did recently "shows the worth of public employees and saved the county taxpayers thousands of dollars at the same time."

Ernhout and crew installed a heating and controller retrofit system — fancy words for a heating and cooling system to fit various rooms' individual needs for heating and cooling. "When this job was put out for bid two years ago, the lowest bid was over \$19,000," Ernhout related. "But we undertook to do it ourselves and after completing one floor so far, we've spent under \$2,500. We have not had one complaint about too much heat or too much cold, so I guess you could say we've done a pretty good job."

Ernhout said when the building was originally constructed, for

cost reasons, specific zoning controls were not installed. One thermostat controlled two classrooms, two restrooms and four offices. "In the winter, this would create a situation where crowded classrooms were warm and required some cooling, while the offices with less people and the restrooms were cool and required heating. But because there was only one thermostatic control, nobody was happy. It was either too hot or too cold all the time.

"Now," Ernhout continued, "all these rooms have their own separate climate controls. This includes a pneumatic thermostat, air valves, air lines and return lines and things that brought it up to date with today's technology."

Ernhout, an active member of Ontario County Local 835, said his crew of Bruce Walker and Lou Rossi did the majority of the plumbing, insulating pipes and control work. Ernhout did the figuring, supervision and special jobs.

"We were proud when we finished one Friday, turned the system on, and found that we didn't have one leak. All that was left was for the thermostats to be calibrated and the water flow to be balanced," said Ernhout, showing his extensive knowledge of the trade.

Ernhout said he was inspired to let other CSEA members and the public know about their money-saving work "because we feel we're just typical of other public employees across the state." A recent editorial by AFSCME President Gerald McEntee on contracting out was also an inspiration to Ernhout.

"Our entire crew is one that does a lot of work at about one third of the cost that would be paid to outside contractors," he said. He cited a list of jobs performed by the CCFL grounds crew headed by Keith Murphy. These included a lawn roller that was made by the crew for less than \$150, compared to \$2,100 if the same equipment were purchased outside, and many other cost-saving measures performed almost daily at the CCFL.

"I think I know one answer to the question 'public employees — where would you be without them?'" In the case of jobs that would be contracted out, as opposed to letting public employees do the job, the public would be a lot deeper in the red. That's where they'd be without them."



STEVE ERNHOUT, left, and Lou Rossi are proud of their cost-cutting achievements at Community College of the Finger Lakes.



RAMONA GALLAGHER ASSISTANT COMMISSIONER OF LABOR

16-year career as union activist prepares her for latest challenge

By Ron Wofford

CSEA Communications Associate

BUFFALO — As Ramona Gallagher packed boxes full of personal belongings in the CSEA Region VI office here recently, she reflected on the many accomplishments and growth of the union that she belonged and contributed to for 16 years.

Ramona was packing for her next career stop, as the new assistant commissioner of labor for the Buffalo district of the state Department of Labor.

She is a hard working individual whose work, in the eyes of many, helped bring CSEA's political sophistication to a new level. For the past few years, she has travelled across the state as a political action training specialist for

"I'll really miss it. My fondest CSEA memories are seeing the members take hold and realize how important political action is."

CSEA, teaching grassroots members the finer points of political organization and action.

"I'll really miss it. My fondest CSEA memories are seeing the members take hold and realize how important political action is," said the new DOL assistant commissioner.

"I also feel especially happy that some of the work we've done has led to CSEA's coming appointment of political organizers in each region. The new political action people will provide an invaluable service for the members. They will be working with the field staff to learn where particular political action should be directed, regarding local and statewide issues. I really hope the foundation that has been built can serve for continued growth because our potential has still not been totally tapped," she continued, "especially on the local government level, where there is plenty of room for growth. I see CSEA's political clout becoming just as strong on the local level as it now is on the state level," she said.

"Our regional political action committees should gain from the assistance of a staff person, in monitoring meetings of boards, county legislatures, etc., on matters that affect our members. Right now, some of the smaller areas have not been organized yet and may not realize how important monitoring these political actions are to their job welfare."

Gallagher was a 16-year employee of DOL before taking a leave to be CSEA's political action specialist. During that time, she was instrumental in developing a CSEA local for the DOL. She served DOL Local 352 as grievance chairman, secretary, vice president and president.

"My real opportunity came in 1975 when (Region VI President) Bob Latimer asked if I was interested in being involved in the PAC. I thought, what a big job! But I promised I would look at it objectively, trying to bring a sense of organization and dedication, and just give it my best shot," she recalled.

Those qualities obviously have been maintained because they are some of the very qualities noted by her many friends in CSEA when describing her.

Gallagher also noted the parallel growth of public employees in political action and the CSEA link to AFSCME's political program as positive signs. "The PEOPLE movement was received with great enthusiasm by our members and is still growing. As a matter of fact, I got into jogging at a PEOPLE run along with (CSEA attorney) Jim Roemer and former staff member Tom Whitney. It was a natural because everyone likes competition, running is popular and fun, and it was a fun way to raise money for PEOPLE. It also helps make a focal point at our conventions. Political campaigns cost money, as everybody knows, and just the nuts and bolts of running symbolizes what's needed for a political action campaign.

"AFSCME is our avenue to federal political connections. We are woefully behind in the field, but with AFSCME we have a voice in Washington. We have begun to flex the influence and muscle that we have. I am glad to have been able to work with Sheila Brogan, our region secretary and PEOPLE coordinator."

Gallagher will continue her efforts to win a Democratic delegate slot for the Mondale for President campaign, an effort she started while still a CSEA staffer. She will be running on a labor slate of delegates that includes Leslie Calder of the Amalgamated Clothing Workers, Monroe County; Christine Kroetsch of the Communication Workers of America, Erie County; Rocco Sidari of the Carpenters Union, Orleans County and Henry T. Schiro of the Oil, Chemical and Atomic Workers Union, Niagara Falls. Paul Cole of the state AFL-CIO is seeking the alternate slot for the labor slate.

"You must convince them sometimes that they are not signing their life away to support you as a delegate. It's the first time I have done this part. It's an education." She noted that her first presidential campaign involve-

"My opportunity from CSEA is what fostered my involvement and I am very grateful to all my friends in CSEA because I have learned a lot from all of them."

ment was through CSEA when CSEA-endorsed former President Carter was nominated for re-election in 1980. "My opportunity from CSEA is what fostered my involvement and I am very grateful to all my friends in CSEA because I have learned a lot from all of them."

Gallagher feels her appointment to the high-level Department of Labor post also includes recognition of the role CSEA and women played in the election of Gov. Cuomo, and the world of labor in general.

In her new position, Gallagher expects "some possible CSEA interaction but probably not too much." There may be some through the Job Training Partnership Act, she said, noting some CSEA involvement on the Private Industry Council (PIC). The PIC monitors JPTA funds for training programs.

"Words can't express my appreciation to CSEA for the opportunity they've given me, and I will always be available for any assistance I can provide."

Advanced steward training series in progress

SYRACUSE — A series of five Advanced Steward Training sessions has begun in Central Region V under sponsorship of the Region V Education Committee and will continue during March and April.

Committee Chairwoman Mary Lauzon said sessions are being conducted by training specialists from the CSEA Labor Institute with assistance from Region V field representatives.

The sessions are being held in four different locations to minimize travel for participants.

The initial session was held March 3 in Syracuse. The second session

was held March 6 in Binghamton, and the next session is set for 6-9 p.m. on Tuesday, March 13, also in Binghamton, at the Holiday Inn Arena. For the Binghamton sessions only, participants are required to attend both sessions.

On Saturday, March 24, a session is scheduled from 9:30 a.m. to 4 p.m. at the Sheraton Inn on Genesee Street in Utica. The final session is set for Saturday, April 7, from 9:30 a.m. to 4 p.m. at the Ramada Inn in Watertown.

Additional information on any of the sessions is available from local or unit officers.

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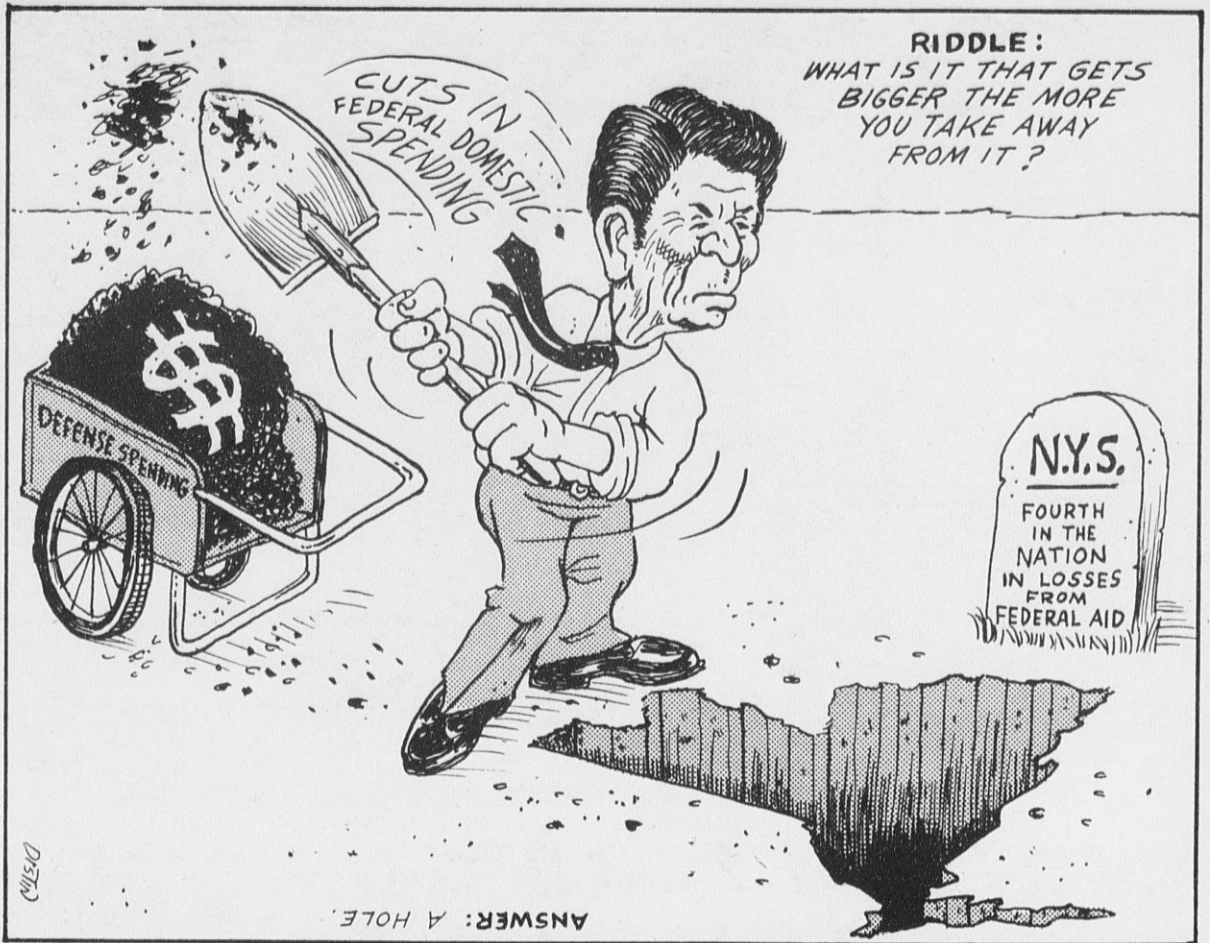
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MICHAEL P. MORAN — Publisher
ROGER A. COLE — Editor
TINA LINCER FIRST — Associate Editor
BRIAN K. BAKER — Assistant Editor

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School workers ratify pact with vote of 140-0

STONY POINT — A ratification vote of 140-0 sealed a long-awaited three-year contract in the North Rockland School District here recently.

Under the new agreement, fulltime employees will receive a 6.5 percent pay increase retroactive to July 1, 6.75 percent as of July this year, and 6.25 percent in 1985.

Parttime employees will have a salary step schedule for the first time. Some 70 percent of the unit's 250 members — clerical, custodial and cafeteria workers and nurses — are hourly employees, according to Field Representative Larry Natoli.

In addition, the school district will provide long-term disability insurance at no cost to the employees.

Natoli credited Collective Bargaining Specialist Joseph O'Connor with "a job well done," and said the voter turnout and overwhelming support for the pact were "results of a strong union."

Rockland Local President Frank Bosco remarked that "hard work by the negotiating team was a major factor" in the settlement.

Negotiating team members included Unit President Charles Jones, Chairwoman Alberta Newsholme, Co-chairman Gerry Morris, Unit Vice President Joan Tomajko, Secretary Betty Perry, Corresponding Secretary Betty Petersen, Treasurer Ken Gaudreau, and members Eileen Corry, Donna Neary and Maureen O'Connor.

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Jericho School District workers finally agree to contract



CONTRACT SIGNING — More than one-and-a-half years after the expiration of the last contract, management and the CSEA Bargaining Unit negotiating team in the Jericho School District get together to sign the new contract. They are, seated from left: Bob Manheimer, assistant superintendent; David Nydick, superintendent of schools; and CSEA Nassau County Local 830 President Jerry Donahue. Standing, from left, are: Shirley Zweig, Sal Foti, Margaret Bress, Irene Fuhrman, Audrey Kearns, Field Representative Harold Krangle and Louis Fusaro, school district administrative assistant for personnel.

JERICHO — When contract negotiations got tough for the Jericho School District Bargaining Unit of Nassau County Local 830, the members got tougher. The unit began talks back in February 1982, for a contract that expired in June 1982. Impasse occurred, but efforts paid off recently in a new contract with a retroactive pay hike.

During the past year, unit members went through 30 meetings, mediation, fact-finding and superconciliation. They also conducted several demonstrations and placed ads in local papers to gain community understanding and support.

"We even had residents of the community speaking at school board meetings in our behalf," said Audrey Kearns, then bargaining unit president.

The unit, which ratified a two-year contract last June, got to sign it recently after the dispute was finally resolved. The new contract is retroactive to the expiration of the previous agreement. The unit won an 8 percent salary increase each year, plus increments.

"Negotiations were very hard," said Field Representative Harold Krangle. "We were coming off a five-year contract that let inflation mug us."

"But the unit was as tough as I have seen. They didn't give in," Krangle said.



PAT MASCIOLI, Westchester County CSEA Local 860 president, points out detail on an old gravestone in a cemetery being restored by CSEA members in the city of Rye. With Mascioli are, from left, Gary Hamilton and Bruce Fornander, both union members, and City of Rye CSEA Unit President Glenn Steele.

Graveyard no *thriller*; CSEA to aid in cleanup

RYE — An historic cemetery in this Westchester community that was neglected and all but abandoned for nearly four decades will be restored this spring by CSEA members as a community service project.

Buried in the old cemetery are black veterans from the Civil War, Spanish-American War and World War I. Long overgrown with weeds, it has fallen into total disrepair over the past several years. Vandals overturned and defaced gravesites, and the old burial site had become little more than a community eyesore.

Last October, Glenn Steele, president of the CSEA City of Rye Unit became concerned with the condition of the cemetery and went to Westchester Local President Pat Mascioli to see if CSEA could become involved in a clean-up project.

A major stumbling block, Mascioli explained, was that ownership of the cemetery was unclear. When the village of Rye became a city in 1945, responsibility for the cemetery's maintenance apparently fell between the cracks.

But the CSEA leaders got involved and reached an understanding with local officials that the graveyard would be maintained if CSEA could arrange the initial clean-up and restoration.

Volunteers from Steele's City of Rye Unit will devote several of their Saturdays this spring to the effort. They will be joined by members of Mascioli's Army Reserve Unit and by a group of Young Marines, led by CSEA member and area resident Gary Hamilton. Work is slated to begin later this month.



THESE GRAVESTONES are of veterans of the Civil War and the Spanish-American War. For years they were neglected, but thanks to the efforts of CSEA members, the cemetery will be restored and maintained.

Comp Worth Study begins with pilot test

ALBANY — The long-awaited Comparable Worth Study will be launched this month with a pilot test at eight workplaces. The goal of the study is to determine whether New York state job titles filled primarily by women and minorities are undervalued.

The study, called for under the current New York state/CSEA collective bargaining agreements, is being conducted by the Center for Women in Government.

In this initial step of the study, the Center will provide questionnaires to almost 2,000 employees in 60 job titles. Six Albany area worksites have been selected for the pilot test: Office of General Services, Department of Motor Vehicles, Department of Social Services, Department of Taxation and Finance, Department of Transportation and Capital District Psychiatric Center. Workers at Brooklyn Developmental Center and Coxsackie Correctional Facility will also participate in the test.

In the pilot test, questionnaires will be distributed to randomly selected employees in three ways. Some will be mailed; some will be delivered by Center for Women in Government staff to groups of workers who meet at scheduled times; and some will be delivered to workers by shop stewards and by agency personnel directors.

Employees will be given work time to complete the questionnaire, which should not take more than half an hour.

Questionnaires ask employees to describe their jobs in terms of specific job content, but do not ask workers to evaluate their jobs. Questions address such job factors as education, experience, planning, problem solving, working relationships, stress, working conditions and necessary skills.

The pilot test will be used to refine the questionnaire and to measure the effectiveness of the three questionnaire distribution methods before the main data collection stage begins later this year. During the main study, state employees in approximately 3,600 job titles throughout the state will be asked to describe their work.

When data from the survey is analyzed, jobs found to be of similar worth will be compared to see whether their salaries are comparable. A difference in pay between two different jobs of comparable worth would show how much the lower paid job is undervalued.

Although the Center's final report, scheduled for completion early next year, will only address job titles in the Administrative Services, Institutional Services and Operational Services bargaining units, questionnaires will also be distributed to workers represented by other unions and to management/confidential employees. This is necessary in order to obtain a valid data base to determine what jobs might be of comparable worth.

CSEA President William L. McGowan strongly urges ASU, ISU and OSU members selected for this study to respond and provide the necessary input, describing the study as "a vital first step toward achieving pay equity."



DMNA UPDATE — CSEA efforts to represent civilian employees of the Division of Military and Naval Affairs have been described as an endurance test, with DMNA officials using various roadblocks to stop civilian employees from gaining collective bargaining rights. The union sat down recently with DMNA local presidents to give them an update on organizing efforts. Present were, from left, Metro Local 254 President Roy Seabrook, CSEA Attorney Pauline Rogers Kinsella, Director of Field Services Paul Burch and Capitol District Local 250 President Neil Kennedy.

Nominations for regional officers now open

ALBANY — Nominations are now open for the elections to be conducted this spring for officers in CSEA's six regions.

To be considered, all prospective candidates — including incumbent officers — are required to submit nomination forms, now available from local presidents and regional offices.

Regional nominating committees are expected to announce their official reports by March 20. The

nomination period will then remain open until April 16 for those seeking to qualify by petition.

Any member who is otherwise eligible may qualify as a candidate for regional office by submitting official nominating petitions carrying the signatures and Social Security numbers of not less than 2 percent of the region membership in good standing eligible to vote in the election.

CSEA has determined that the numbers of valid voter signatures required for nomination in each region are:

Long Island Region I.....	977
Metropolitan Region II.....	348
Southern Region III.....	658
Capital Region IV.....	678
Central Region V.....	641
Western Region VI.....	618

Independent nominating petition forms are available from regional offices upon written request.

MONDALE on The Economy:

The Mondale economic program would:

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- **RETRAIN** workers for the jobs of the future.
- **REBUILD** our crumbling infrastructure.
- **CHANGE** taxes and regulations to promote entrepreneurship and small business.

VOTE for MONDALE ...
Primary Day, April 3, 1984

Mature worker study draws strong response

ALBANY — Response from CSEA members to the Mature Workers Study was unexpectedly high, ensuring strong member input into policies concerning retirement options, according to CSEA Executive Vice President Joseph McDermott.

McDermott serves on the task force cooperating with the state Office of the Aging to conduct the study. An important focus is to explore alternative retirement and employment options, including phased retirement.

"We were very encouraged by the response rate (80 percent for retirees and 55 percent for current employees), which was higher than we had expected," McDermott commented. "We are insistent that retirement policies such as these not be shaped without our members' input, and we worked hard to get that input."

As part of that effort, letters and fliers announcing the survey were mailed to local presidents, urging that shop stewards post notices at worksites and pass the word on a one-to-one basis.

"Here is an instance where we put our communications network in motion and it worked very effectively," McDermott said. "Our local leaders and activists did their jobs very well, and by making members aware of this survey and its importance ahead of time, we made sure the questionnaires were well received."

The questionnaire is part of a three-phase study negotiated into the current CSEA-state collective bargaining agreements.

Ski center employee rehired after CSEA commences lawsuit

HIGHMOUNT — A park employee at the Belleayre Ski Center has been rehired and rewarded more than \$5,000 in back wages, thanks to help from CSEA's Legal Assistance Program.

Joan Grochell Merwin was first hired in 1981 as a seasonal worker, and then rehired in 1982. But when she applied for her job again in 1983, she was told she would not be hired because she did not have the "approval" of a local politician, despite her excellent work record.

On the same day Merwin instituted her lawsuit, however, she was rehired. More recently, a state attorney awarded her back pay in the amount of \$5,154.

"This is what we are all about," said Mid-Hudson State Employees Local 009 President Carol Peets, after learning of the reinstatement.

"We have the capability, through legal assistance, to fight for all of our members, including seasonal workers such as Mrs. Merwin. Had she been forced to hire a private attorney, it would have cost her quite a bit of money."



COMMISSIONER HONORED — New York State Commissioner of Agriculture and Markets Joseph Gerace, center, former Chautauqua County executive, was honored by Chautauqua County CSEA officials recently. Presenting a meritorious service plaque to Commissioner Gerace were President Richard A. Maggio of the Chautauqua CSEA unit, left, and Chautauqua County CSEA Local 807 President James V. Kurtz.

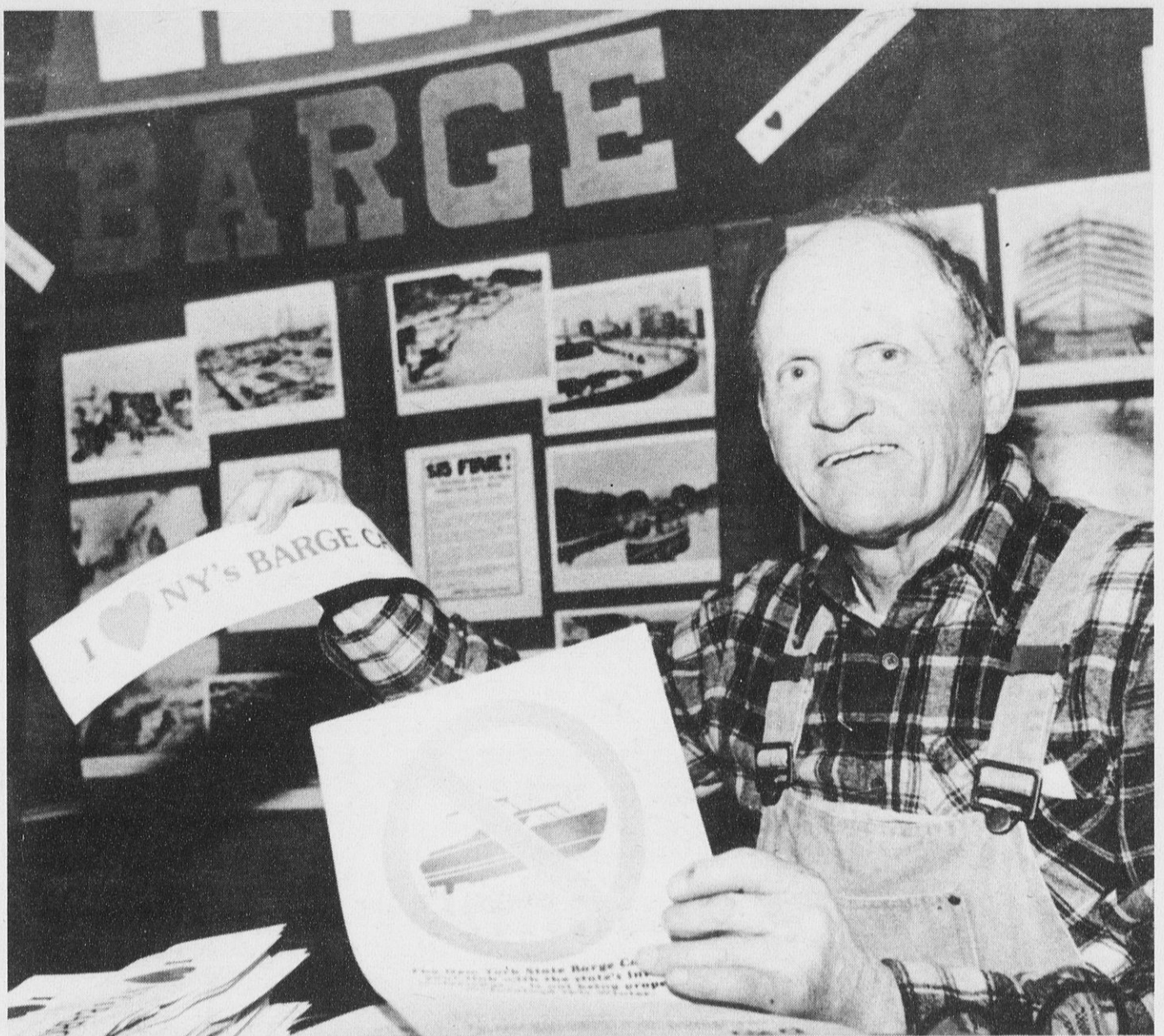
Boat shows latest stop in union's campaign to save barge canal

NIAGARA FALLS — It may be off-season for boating in New York, but that hasn't put a damper on CSEA's ongoing efforts to inform boaters and others that the state Barge Canal is deteriorating from lack of maintenance.

The late winter traditionally finds many boat shows promoting the sale of pleasure craft for use in New York's waterways. But the union has been warning boating enthusiasts at some shows that the canal, a popular boating area, may not be around much longer if the state continues its present policy of neglect.

CSEA Barge Canal members from Locals 504 and 524, aided by BARGE, a canal advocacy group, have been busy distributing "I Love New York's Barge Canal" bumper stickers, as well as fliers that warn that the canal link with the state's inland water is not being properly maintained this winter.

The fliers note that winter's neglect will mean a springtime of



CANAL SUPPORT — CSEA-produced bumper stickers and fliers are displayed by Larry Wardell at the recent Niagara Falls Boat Show. Wardell is a member of BARGE, a canal advocacy group with whom CSEA is working to promote restoration and maintenance of the state barge canal system.

rushing overdue repairs and mending damage that proper maintenance would have prevented. This could delay the opening of the canal

and may call for overtime labor and expensive outside contractors.

The current crop of bumper stickers and fliers is the latest in an in-

tensive campaign to urge the public to tell their legislators they want proper maintenance and full operation of the canal.



CSEA FIELD REPRESENTATIVE Robert Massey addresses stewards in Western Region. Listening are Debbie Segal and Pat Palmer, right, of Local 602.

Region VI stewards participate in training workshops

AMHERST — Stewards from three Region VI locals gathered here recently to receive in-depth training and official CSEA steward certification.

Education and Training Specialist Ann Bryant and Field Representative Robert Massey presided over the program, which included mock labor-management confrontations, grievance procedures, negotiations and other topics aimed at helping stewards meet the needs of their fellow union members.

The two-day session was attended by veteran stewards who were refreshing their knowledge, as well as by newly-appointed stewards from Locals 640, 352 and 602.



MARLENE HOLSTEIN

Syracuse member receives award of achievement

SYRACUSE — The wise observer who said, "If you want a job completed, give it to a busy person," might have had someone like Marlene Holstein in mind.

This congenial, hard-working CSEA member recently added another award to her growing number of volunteer service achievements when she was named one of 10 "Women of Achievement" for 1983 by the Syracuse Post-Standard.

Holstein, employed the the Syracuse City School District's library services, has been a member of Unit 9 of CSEA Local 834 for 14 years. She has served on the unit nominating committee and participated in other union activities over the years.

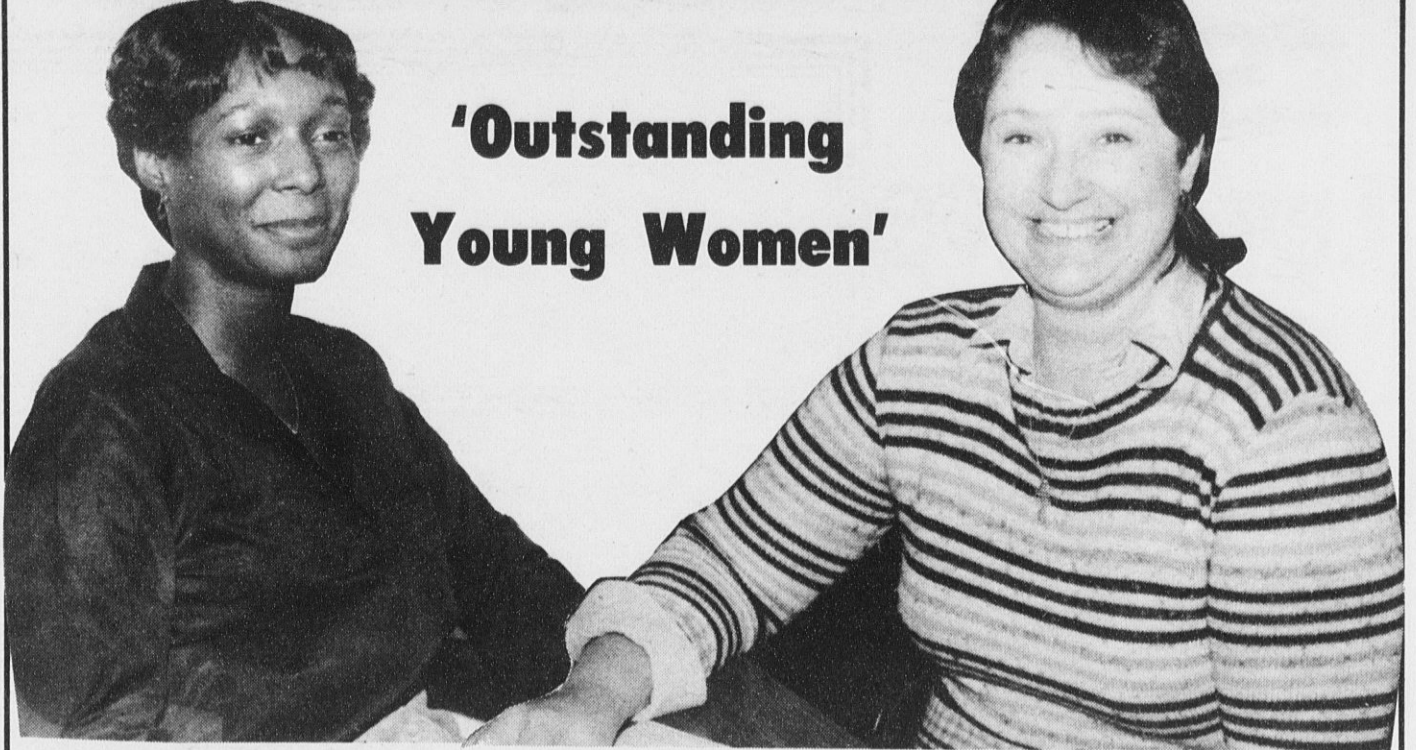
In addition to union, job and family responsibilities - she and husband Sanford have two children, a son and daughter — Holstein has always found time to volunteer for community projects and organizations.

She is immediate past president of the Northeastern district of the National Council of Jewish Women and chairwoman of Community Planning and Allocations for the Syracuse Jewish Federation.

She is also chairwoman of the School for Community Action and a member of the Volunteer Center, and was facilitator of the community program, Latchkey Children.

Recalling her early years in volunteer services, Holstein said she began pushing a service cart at Crouse-Memorial Hospital in Syracuse.

Although her friends and fellow employees consider her one of the calmest, best-collected people they know, she says she finds it impossible to "sit still and do nothing."



'Outstanding Young Women'

AWARD-WINNING PAIR — Glenda Davis, left, president of Rockland Psychiatric Center Local 421, and Pat Taylor, Local 421 treasurer, were recently selected by a national group as outstanding women for their community services and accomplishments.

National honors for 2 Rockland PC officers

ORANGEBURG — Two CSEA members from Region III — both members of the same local — are among the 10 women nationally who have been named "Outstanding Young Women of America" by a Montgomery, AL, based organization.

Glenda Davis, president of Rockland Psychiatric Center Local 421, and Pat Taylor, treasurer of the local, were named by the group, also called Outstanding Young Women of America, for their "outstanding ability, accomplishments and service to the community."

Recommendations for the award are made by previous winners, and the two women were nominated by a woman who works as a patient advocate at RPC. They were selected after completing a biographical sketch.

The advisory board making the selection includes representatives from such national groups as the General Federation of Women's Clubs, the American Association of University Women, the American Legion Auxiliary,

the National Association for Women Lawyers, the U.S. Air Force and the Office of Equal Opportunity.

Davis, a 17-year state employee who is currently a senior stenographer, became active with CSEA 11 years ago when she became grievance chairwoman of her local. She was later elected local treasurer and became president last fall when the former president, Eva Katz, retired.

Davis was instrumental in starting a day care center on the RPC campus and now serves on its board of directors. She was recently appointed to a task force which has been charged with formulating proposals for the future use of the Rockland campus.

Taylor, a senior medical records clerk at RPC, has been a state employee for 11 years. Until two years ago, she worked for the Rockland Children's Center. She was appointed to the Region III Women's Committee in 1981, and a year later became chairwoman of the statewide CSEA Women's Committee.

Training program for school workers makes the rounds in Western Region

CANANDAIGUA — A training workshop especially designed for school district CSEA members is gaining popularity in Region VI.

Meeting the special needs of school district members and familiarizing them with the many services available is the aim of the program. School districts in Ontario, Wayne and Monroe counties were represented at the most recent workshop.

Education and Training Specialist Anne Bryant and Field Representative Jack Miller briefed members on grievance procedures, steward training and materials available for various union needs. The school districts represented included Marion, Sodus, Penn Yan, Palmyra-Macedon and Ontario Central.

Dates for the next session for school district members will be announced soon.



LEARNING ABOUT CSEA SERVICES — Shirley Kuhn of the Marion School District and George Johns of the Palmyra-Macedon School District examine CSEA materials at a recent training session.

CSEA Legislative Seminar

Your Legislative Program for 1984

Political action to front burner; union pledges to turn up the heat

ALBANY — A record number of union activists, more than 500, attended the seventh annual Legislative Seminar sponsored by CSEA at the Hilton Hotel here in late February.

Participants received information on the finer points of legislative and political action; heard an address from Gov. Mario Cuomo; and were urged by CSEA President William L. McGowan to give "our body and soul" to political action this year.

The union activists participated in seminars on "The Do's and Don'ts of Lobbying" and "The Unseen Government: The Legislative Staff." And they received detailed reports on the union's 1984 legislative program, the union's participation in the annual battle of the state budget, the PEOPLE program, and the reorganization of the union's legislative office.

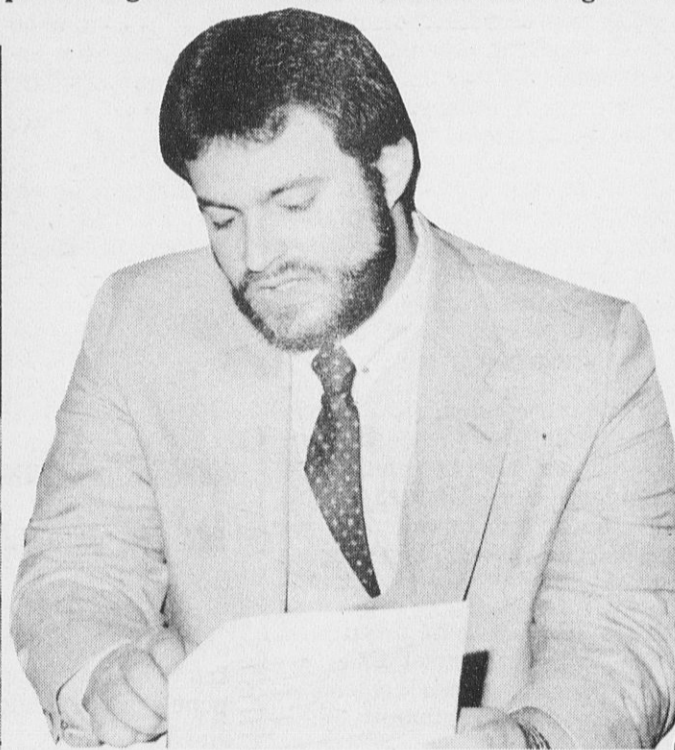
Joseph Conway, chairman of CSEA's statewide Legislative and Political Action Committee, welcomed the unionists by reminding them they helped "pull off one of the political upsets in the history of this state" when they helped elect Gov. Mario Cuomo, and now "one of our jobs is to make sure his deeds match his words." Conway also emphasized the importance of the battle to restore funds and jobs to the new state budget, and of the union campaign to elect Walter F. Mondale President of the United States.



PARTICIPANTS, including those above and below right, were among the more than 500 people who registered for CSEA's seventh annual Legislative Seminar.



JOSEPH CONWAY, center, chairman of the CSEA Statewide Legislative and Political Action Committee, is flanked by CSEA Executive Vice President Joseph E. McDermott, left, and CSEA President William L. McGowan, right, during a discussion at the union's seventh annual Legislative Seminar.



SEMINAR COVERAGE CONTINUES
PAGES 10, 11 & 12

STATEWIDE LEGISLATIVE & POLITICAL ACTION COMMITTEE

Joseph Conway, Chairman
Michael Curtin, Vice Chairman

Robert Allen
Jean Augiulo
David Biddle
Adele Borakove
John Chesslin
C. Scott Daniels

John Francisco
Richard Grieco
Alexander Hogg
Barbara Justinger
Doris Mikus
Robert Nurse

Tina Packer
Dorothy Penner
Dominic Savarino
Barbara Stack
Thomas Stapleton
Florence Tripi

"We are not only going to wet our feet in it (political action), we're going to jump in and take a full bath in it. We have to give our body and soul."

—CSEA President William L. McGowan



GOV. MARIO CUOMO and CSEA President William L. McGowan listen as reporters question them during the governor's appearance at CSEA's annual Legislative Seminar.

Gov. Cuomo acknowledges importance of CSEA's political action efforts

**'I WOULD NOT BE HERE TODAY
...IF IT WERE NOT FOR CSEA'**

The enormous power and potential of CSEA's political action program received maximum recognition from the highest elected official in New York state when Gov. Mario Cuomo addressed the union's seventh annual Legislative Seminar.

"There is no question I would not be here today as governor if it were not for CSEA," Cuomo declared in his opening remarks. "You joined with me in 1982 against overwhelming odds. You stood with your campaign. And because you did, we won," he acknowledged.

Later he pointed out CSEA's important role in helping gain voter support last November for the Rebuild New York bond issue. "You worked for it and should share in the credit," he said. And in closing, the governor spoke about the damages caused by Reaganomics and the need to elect a Democratic president in 1984. "As one who was elected only because of your help, I look forward to being with you in this great effort in 1984 — pray that we'll be successful," he concluded.

CSEA was the first labor union to endorse the Cuomo campaign in 1982, and is generally credited with being the prime reason Cuomo was able to defeat New York Mayor Ed Koch in the primary and go on to be elected governor. Cuomo acknowledged to the CSEA members at the Legislative Seminar that "the only way to win (the primary) was on the streets, and we had the most union people on the streets primary day."

Cuomo noted that while "we have different points of views on expenditures, the basic principles you advocate... we both agree on."

The governor noted the sacrifices made by public

employees in the 1983 state budget, which called for large scale layoffs and budget cuts.

The governor was preceded on the podium by CSEA President William L. McGowan, who sharply criticized the serious shortstaffing situation in several state agencies. "No candidate is going to give labor everything and I don't say they should. But all we're asking for is a fair share, not a hand-out. All we're asking for is dignity on the job, the right to work, and the right to a fair wage.



DEEP IN DISCUSSION are CSEA Executive Vice President Joseph E. McDermott and Gov. Mario Cuomo

CSEA Legislative Seminar

Your Legislative Program for 1984



A RECORD TURNOUT OF MORE THAN 500 CSEA MEMBERS PARTICIPATED IN THE UNION'S SEVENTH ANNUAL LEGISLATIVE SEMINAR. CSEA PRESIDENT WILLIAM L. MCGOWAN URGED THE PARTICIPANTS TO TRANSLATE THE INFORMATION THEY RECEIVED AT THE SEMINAR INTO CONSTRUCTIVE ACTION BY GOING BACK TO THE RANK AND FILE TO "LET THEM KNOW THAT WE'RE THINKING, PLANNING AND DOING." SOME OF THE PARTICIPANTS ARE PICTURED HERE.



Legislative reps accuse Cuomo of causing shortstaffing mess

ALBANY — Top legislative staff from both the Democratic-controlled Assembly and Republican-controlled State Senate told the activists gathered at CSEA's Legislative Seminar that the legislature provided enough money to maintain adequate staff in the mental hygiene agencies and SUNY, but the Governor's Division of Budget refused to spend it for that purpose. The result has been critical shortstaffing in those agencies.

Kenneth L. Shapiro, chief counsel to Speaker Fink, Frank J. Mauro, secretary to the Assembly

Ways and Means committee, Paul C. Reuss, director of budget studies for the Senate Finance committee and Philip C. Pinsky, first assistant counsel to the Senate Majority, all blamed the governor and Division of Budget for the staffing problems and promised that the legislature would act to correct the situation.

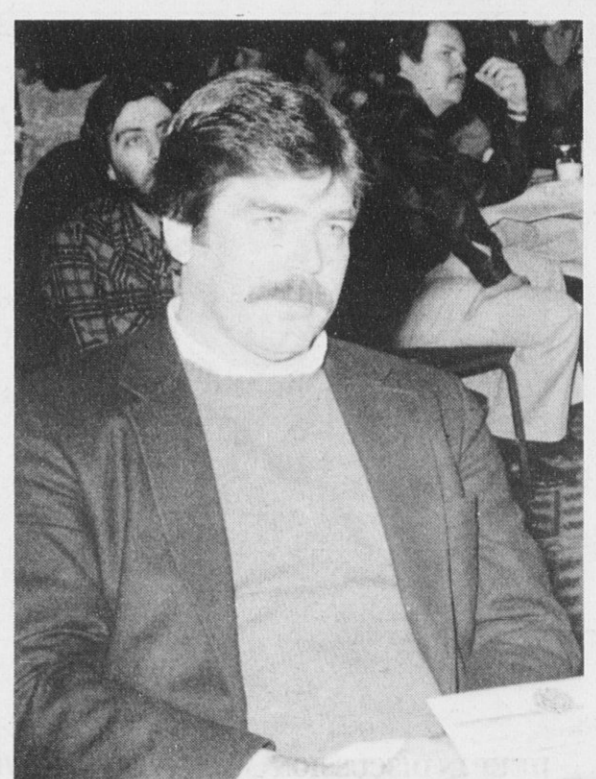
Two days after the CSEA seminar, the legislature did take strong action. (See Public Sector story, pg. 1).

CSEA to increase drive to register new voters; gov to sign exec order

CSEA will step up its statewide voter registration campaign, elevating it to a "massive" proportion, CSEA President William L. McGowan said during the union's Legislative Seminar. And, at the same session, Gov. Mario Cuomo said he will cooperate with CSEA's campaign by soon signing an executive order directing state agency heads to make voter registration forms available in every state office and to provide assistance in filling out forms to potential voter registrants.

Both McGowan and Cuomo stressed neither would attempt to tell anyone which party to register in, but that getting people registered and participating in the election process was the most important thing.

CSEA has been conducting voter registration campaigns throughout the state for the past several months, and now plans to increase that effort.



Legislative Office is changing to meet needs

CSEA's Legislative Office is being reorganized, including adding a director of operations and six regional political action coordinators, to expand the level of services available, especially to the political subdivisions.

Thomas R. Haley, director of the CSEA Legislative and Political Action Department, told participants at the union's annual Legislative Seminar that the reorganization is a response to the need for increased services at the political subdivision levels. He said that the reorganization, in addition to providing regional staff coordinators, now enables the regional political action committees to make final determinations relative to endorsements in political subdivision elections.

Your Legislative Program for **1984** ★

COMMUNICATING

Vital to achieving your legislative objectives

Chief lobbyist stresses the importance of communication

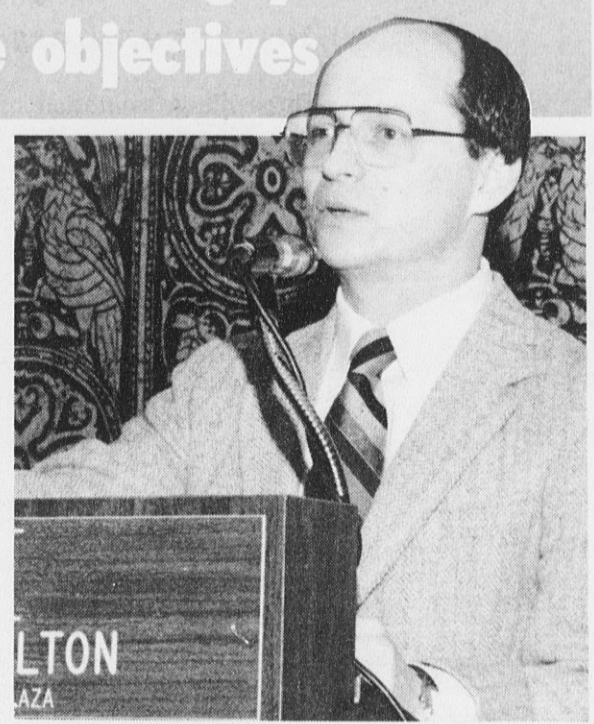
Speaking to the "desperate and compelling human need in Mental Health to increase staffing," CSEA Chief Lobbyist James D. Featherstonhaugh told union activists they must apply continuous pressure to win the battle of the state budget.

Featherstonhaugh told those attending the union's Legislative Seminar that they must now concentrate on talking to their area state legislators to ensure that adequate funds are added to the state's main budget.

And, the lobbyist stressed, there is a great need to spend money appropriated in the previous budget. CSEA has contended, and legislative sources have confirmed, that funds appropriated by the Legislature have not been properly spent by

the governor, contributing to the serious short-staffing conditions.

"desperate and compelling need . . . to increase staffing"



3 ACTIVISTS ARE HONORED

Three people have been honored for their work with the CSEA Legislative and Political Action Committee. In photo at right, CSEA President William L. McGowan presents a plaque to John Chesslin, a retirees representative on the statewide committee. In photo below, left, President McGowan presents a plaque to Ramona Gallagher, a CSEA political action training specialist recently named to a high level state Department of Labor position. And below, right, Sheryl Sheller, former member of the statewide committee and now an employee of the union's Legislative Office, holds plaque given for her contributions to the committee.



The importance of effective communication with state legislators was a reoccurring message during CSEA's seventh annual Legislative Seminar.

With that in mind, the union distributed a "communication guide" to the seminar participants. The guide includes the following useful information:

LETTERS:

A letter is by far the most effective communication tool and should be used whenever possible.

MAILGRAMS:

Only use a mailgram when a letter will not arrive on time. To send a mailgram, call the toll-free number listed in your local telephone book under "Western Union." Mailgrams can be effective when your legislator has already received many letters on an issue and you want to underscore your position just before he votes on it.

TELEGRAMS:

Like the mailgram, the telegram should only be used when a letter is impractical. Telegrams should also be avoided because they are too short to enable you to state the reasons for your position on an issue.

POSTAL CARDS:

Probably the least effective communication tool is the postal card. Cards are regarded as a "canned" gimmick. They make an impact only through sheer volume and each one is only a "drop in the bucket."

TELEPHONE CALLS:

Occasionally useful, phone calls should be made very infrequently because they are viewed as a harassment technique. Like postal cards, phone calls are usually effective in great numbers.

YOUR LEGISLATOR'S ADDRESS:

The room number for a legislator can be found in the 1984 "Rogers' Pocket Directory." Almost all of them are located in the Legislative Office Building (LOB), although a few are located in the Capitol. Generally, your letter should be addressed:

Legislator's Name
 Legislative Office Building
 Albany, New York
 12247 (Senate)
 12248 (Assembly)

Trash collectors pick up praise for courage in fighting blaze

Lindenhurst members rescue two youngsters

LINDENHURST — Three village sanitation workers rescued two small children from an early morning house fire and doused the rapidly spreading blaze before the fire department arrived.

The CSEA members — Ken Bonaventura, Gary Livingston and Michael Cronin — were collecting garbage at 7:15 a.m. on Thursday, Feb. 23, when they spotted smoke rising from the rear of a house on the opposite side of the block. Livingston and Bonaventura jumped on the truck and driver Cronin headed around the block.

Livingston and Bonaventura leaped off the truck before it stopped rolling. Livingston raced around one side of the house, and Bonaventura took off around the other side. Cronin was a few steps behind.

An elderly lady was standing at the back door. Livingston and Cronin carried her away from the fire that was climbing out a nearby window. She said there were two children upstairs, and Bonaventura made his way to the smoke-filled second floor where he located

a screaming little boy and girl.

"The little girl wrapped her arms around my neck and wouldn't let go," Bonaventura said. "I picked up the little boy and headed outside."

The trio then located a hose and put the fire out. There was smoke damage, but only the room where a TV had exploded had burned.

Lindenhurst Fire Chief Alex Marold III said if the three union members hadn't acted so quickly there would have been extensive damage to the house. Plaques recognizing the selfless bravery of Bonaventura, Livingston and Cronin, all in their early twenties, will be awarded by the village fire fighters.

The three, members of the village of Lindenhurst bargaining unit of Suffolk County Local 852, have been thanked more than once by the family they aided. However, they remain unimpressed by their effort.

"I'd help again without a doubt," Cronin said, "and I think people would do the same for me."



FEARLESS THREESOME - From left, Michael Cronin, Ken Bonaventura and Gary Livingston, who rescued two small children from a fire.

Lake Placid patrolman saves drowning boy

LAKE PLACID — A veteran village patrolman who underwent triple bypass heart surgery less than a year and a half ago recently plunged into the icy waters of Mill Pond to save a seven-year-old from drowning.

"It's my job," said Dale Daby, nonchalantly brushing off praise for his heroics.

Daby, an employee of the Village of Lake Placid Police Department for 16 years, and a member of CSEA Essex County Local 816, came across some children playing on the thin ice of the pond on a recent Saturday morning.

Earlier, Joy Conway, a village resident, had seen the boys on the ice and had alerted Sergeant Gerald Bruce of the potential danger. Bruce dispatched Daby to the scene.

When Daby arrived, he saw the head and the arms of a boy battling to stay afloat 70 feet from the shore.

"There's a current right in the center of the pond," Daby explained. "That current had broken through a 20-foot section in the middle of the pond and weakened all of the ice around it."

Daby reacted quickly. He dumped his heavy coat, unstrapped his holster and started out on the ice. He helped calm the struggling boy while issuing various orders to some of the onlookers who were gathering at the edge of the shore.

"Things are blurry now. I recall some things but not everything I did,"

said Daby. "I went back for a safety rope that was in the car. I had one of the crowd get it and I tied it around my waist, then I walked back out on the ice."

After a few steps, the ice began to snap under his feet. Daby slowly dropped onto all fours and carefully crawled toward the opening in the ice. Just as he approached the lip of the hole the ice rim creaked and spilled him into the numbing waters.

"I thought about how cold I'd be getting out. The air temperature was about 40 degrees," he said.

"After getting my bearings, I skidded the boy — Roland Branchaud — onto the ice and told him to hold on to the rope and inch toward shore. Then I tried to push myself up and got some help from the people who were holding the lifeline."

By that time, the rope was being held by Bob Whitney, one of Daby's closest friends, and other members of the village fire department.

Within minutes the cold duo was soaking in the warm waters of the Lake Placid Memorial Hospital whirlpool and shower. Both were safe and secure. Daby's body temperature was down to 95.7 degrees.

After an hour in the hospital, Daby donned dry clothing, looked at the clock on the wall and with a gleam in his eye said, "Looks like my lunch hour is about over. I guess I'd better get back to work."

Sidney Hospital workers picket to push new pact

SIDNEY — Washington's Birthday was a chilly day in this Delaware County community as more than 130 employees of Sidney Hospital manned an informational picket line to protest their working without a contract since the previous agreement expired Dec. 31. The weather seemed to match the attitude of the hospital's administration toward the unionized employees.

The employees, joined by other CSEA units and local members in the Delaware-Otsego County area, staged their protest prior to a meeting of the hospital's board of trustees. The angry employees were led by CSEA Region V President James Moore, Delaware County CSEA Local 813 President George Lawson, Unit President Dick Burden and other officials of the CSEA unit.

CSEA represents 166 employees at the hospital. The union negotiating team, headed by CSEA Field Representative Jerry Phelan, declared an impasse Dec. 16 after eight sessions failed to bring progress toward an agreement.

After picketing for more than one hour, employees entered the hospital and filled the board room where the trustees were about to begin their meeting.

The large but orderly crowd stood by while Moore requested an opportunity to address the board. The request was granted after a spokesperson for the board called for a brief executive session.

In his remarks to the hospital administrator and board members, Moore expressed how the employees' frustration led to the picket action. "Our demonstration tonight never should have occurred. There was never a counter proposal to our request for an increase in pay during those eight negotiating sessions," Moore charged. "If this hospital can't afford our proposals — and they are certainly reasonable — tell us that... don't treat us like second class citizens."

Moore added that the long contract dispute could reduce employee morale and productivity even further.

Said Dick Burden, unit president: "The employees are solidly behind their officers. They know we will do whatever it takes to reach a fair and equitable agreement... even if it means returning to the picket line again... and again."

In the most recent development, PERB Mediator Anthony Zumbolo met for seven hours on Feb. 24 with both sides in an effort to resolve the continuing dispute. However, no significant advances were reported from that session and no further mediation talks are currently scheduled.

Both sides were scheduled to meet and discuss economic issues without a mediator present as this issue of *The Public Sector* was moving to press. Prospect for settlement in that session was uncertain since the hospital administrator and chief negotiator recently resigned and a representative from the hospital's board of trustees has been named to replace him.

Public Employee Conference held

Politicians praise public workers

...

McGowan calls for staff increases



SENATE MAJORITY LEADER Warren Anderson and CSEA President William L. McGowan discuss items of mutual interest during breakfast program.

ALBANY — Public employees and the important work they do came in for high praise from high places when leaders of the state's public employee unions and top politicians got together recently during the seventh annual Legislative Breakfast program sponsored by the Public Employee Conference (PEC).

PEC is a coalition of the public employees unions, including CSEA and AFSCME. Each year, the coalition invites leading politicians to breakfast to improve relationships and to lobby for union-supported measures in the state Legislature.

During this year's program, both Gov. Mario Cuomo and Assembly Speaker Stanley Fink praised public employees for their work in caring for the mentally ill and handicapped, while compliments and recognition for a variety of work came from Senate Majority Leader Warren Anderson, Assembly Minority Leader Clarence "Rapp" Rappleyea and Senate Minority Leader Manfred Ohrenstein, among others.

CSEA President William L. McGowan used the opportunity to renew his call for substantial staff increases to provide adequate state services to the public.



GOV. MARIO CUOMO praised the work of public employees during address at the annual Public Employees Conference breakfast.



ABOVE, CSEA PRESIDENT WILLIAM L. McGOWAN, center, and CSEA Executive Director Bernard Zwinak, right, enjoy a conversation with Gov. Mario Cuomo.

...

RIGHT, SEN. MARTIN CONNOR, representative from Kings-New York-Richmond Counties, greets CSEA President William L. McGowan.



CSEA WANTS YOU TO JOIN ARMY OF VOLUNTEERS FOR MONDALE'S N.Y. CAMPAIGN



WALTER F. MONDALE . . . pulling out all the stops.

ALBANY — CSEA is gearing up to work its political magic once again in the Empire State, pulling out all the stops in its effort to help Walter F. Mondale win the New York primary on April 3.

While Mondale continues to lead in numbers of delegates committed to him, the contest for the Democratic presidential nomination is proving to be a tough one. Mondale's chief rival in the New York primary will be Sen. Gary Hart, who is campaigning very hard and scored victories in New Hampshire, Maine and Vermont to tighten the race.

CSEA President William L. McGowan has issued a call for an army of volunteers to work for Mondale in New York. "We must work hard for Mondale in New York because he has the best program for the future of

working New Yorkers," McGowan said. He added, "Mondale is the best of the Democratic candidates, and they are all better than Ronald Reagan."

CSEA members who wish to work as volunteers on the Mondale campaign should immediately contact their regional political action committee chairperson, through the respective regional office. The regional PAC chairpeople are:

- Region I — Michael Curtin
- Region II — Robert Nurse
- Region III — C. Scott Daniels
- Region IV — John Francisco
- Region V — Dorothy Penner
- Region VI — Florence Tripi (Rochester)
- Region VI — Dominic Savarino (Buffalo)

VOTE FOR CSEA REPS ON MONDALE SLATES

With New York state's April 3 primary shaping up as a major battle ground in the drive for the Democratic nomination for president, CSEA is putting together an all-out push to gain voter support for Walter F. Mondale.

Special emphasis is being placed on electing Mondale delegates to the Democratic convention, and CSEA officials and members are on the Mondale slates in several congressional districts.

Voters are urged, in particular, to vote for the following CSEA representatives on Mondale slates in the districts listed:

In the 4th Congressional District, Jeanne Angiulo, president of CSEA Local 606 at State University Ag & Tech College at Farmington is on the Mondale slate along with Joan M. Flatley, Arthur Reinback, John Ruggiero, Julius Seide, Carole I. Tabin and Roger Zimmerman.

In the 22nd Congressional District, voters are asked to support the Mondale slate of which CSEA member Sarah L. Jackson is a member. Others on her slate include William V. Hamilton, Rosalinda Perez, Edward Peskie, Christopher P. St. Lawrence, and Doris Jones.

In the 23rd Congressional District, the Mondale slate contains the name of CSEA Executive Vice

President Joseph E. McDermott as an alternate delegate. Others on this slate include Lorraine Kisielis, J. Leo O'Brien, Karen Johnson, James J. Coyne, Harriet N. Gibbons, Edward F. McDonough and Nancy E. Carey.

In the 24th Congressional District, CSEA President William L. McGowan is a candidate on the Mondale slate along with Romeo J. Naples, June B. Gurnett, Lucille P. Pattison and Nancy L. Sciocchetti.

In the 25th Congressional District, CSEA is represented on the slate for Mondale by State University at Cortland CSEA Local 606 President Patricia Crandall. Others on her slate include Fred R. Miller, David Manch and Karen Mahoney.

The 26th Congressional District Mondale team consists of Jefferson County CSEA Local 823 President Richard J. Grieco, member Kathleen Conley, and Robert A. Bouchard, Ann D. McCann and Margaret S. Champion.

And in the 32nd Congressional District, former CSEA staff member Ramona Gallagher is on the Mondale slate along with Leslie H. Calder, Christine S. Kroetsch, Henry T. Schiro, Rocco A. Sidari, Gerhard Folk and Martha K. Sette.

Legislature seeks to end shortstaffing in deficiency budget

(Continued from page 1)

"The Legislature budgeted enough money to maintain adequate staff levels in these agencies, but the Division of Budget refused. Now the Legislature is demanding that more staff be hired."

The deficiency budget bills also demand that the Director of Budget make a written explanation to the Legislature by March 15, 1984 if the

staffing levels are not increased.

Speaker Fink told reporters, "Obviously there was a misunderstanding. We're just trying to prevent any future misunderstanding."

This legislation is similar to the line-item budget which the Legislature stopped using more than 10 years ago.

"This is very strong action by the Legislature to make sure its commitment to the clients,

students and workers in these agencies is carried out," said Featherstonhaugh.

The union lobbyist warned, however, that while this is a big victory there are still battles to be waged. CSEA will continue to work to make sure that staffing is actually increased and to make sure that there is adequate funding for staff in the next fiscal year which begins April 1.

"This amount is appropriated to ensure full annual funding for 620 inpatient/clinical, 175 inpatient/support and 458 outpatient staff scheduled for termination pursuant to the statewide personnel reduction policy in order to maintain current program levels."

—from section dealing with Office of Mental Hygiene, deficiency budget bill

"This increased funding is appropriated to ensure sufficient staffing to maintain an average 1.78 to 1 staff to client ratio at non-Willowbrook Class Developmental Centers."

—from section dealing with office of Mental Retardation and Developmental Disabilities, deficiency budget bill

"This increased funding is provided to exempt the State University from the statewide personnel reduction policy and to stabilize the number of authorized filled positions at 32,665."

—from section dealing with State University Colleges and Schools, deficiency budget bill

All aboard for Junior Junction... Utica PC on the right track with new day care center

UTICA — After more than two years in the planning stage and a series of frustrating delays, a child care center for children of Utica, Marcy and Central New York psychiatric center employees has officially opened its doors on the campus of Utica Psychiatric Center.

The spacious, brightly-colored center, called Junior Junction, is licensed by the New York State Department of Social Services and operated by a non-profit corporation. It is totally self-sustaining from the fees paid by parents and based upon a sliding scale according to family income.

"Our current capacity is for 30 children," said center Director Mary Droste, "but if the need becomes apparent we could expand to care for up to 44."

Currently, Junior Junction is staffed by Droste and assistants Donna Dwyer and Lisa Crouse. It now serves New York state employees and their children, but Droste plans to gain approval from several governing agencies to serve the general public also.

The seed money necessary to establish the Utica area facility, along with 22 similar child care centers across the state, was acquired by grants from a joint New York state labor/management committee funded under contracts between the state and the unions representing state employees.

Barbara Reeves, an employee at Utica Psychiatric Center, served as chairwoman for the child care committee with labor and management representatives from all three facilities.

Reeves and the members of her committee were



IT'S OFFICIAL — Kelly Summa, left, and Sheila Powers, daughter of CSEA Local 425 Corresponding Secretary Debbie Powers, share the fun of ribbon cutting to open Junior Junction, the new day care center at Utica Psychiatric Center. Assisting the girls are Josephine Alexander, left, board of directors chairwoman, and Norma Kosowski, parents advisory board chairwoman. On hand for the ceremony were state and local mental hygiene officials, CSEA statewide Secretary Irene Carr, Region V President James Moore, Local 414 President Bud Mulchy, and Child Care Committee Chairwoman Barbara Reeves, and representatives of other unions.

highly praised by CSEA Region V President James Moore and statewide Secretary Irene Carr for their dedication to the project.

"Barbara is to be congratulated for a truly splendid job in overcoming many obstacles that might have discouraged someone less determined," Moore remarked.

Carr expressed best wishes for success from CSEA statewide President McGowan.

"Bill regrets that he couldn't be here for this happy occasion, but sends a 'well done' to every person who took part in making this new center a reality," she said.

Reeves paid a special tribute to her fellow committee members from all three unions at the facility; Bud Mulchy, president of CSEA Local 414 at Marcy Psychiatric Center; John Giehl, former president of Local 425 at Utica Psychiatric Center; and Deputy Director Gary Rettig and Dr.

Ramakrishna Rao of the Utica Psychiatric Center management and staff.

"It took more than two years of hard work on the part of many people to plan and finally accomplish this day care center. Frankly, there were times when we became very discouraged and ready to give up. But we stuck with it and worked out the problems. I am proud to have been a part of the project. And I want to thank everyone who helped us to accomplish our dream. I think Junior Junction demonstrates beyond a doubt what can be accomplished when labor and management work together toward a mutual goal."



HAPPY OCCASION — Barbara Reeves, chairwoman of the Utica/Marcy Psychiatric Center Child Care Committee, and Gary Rettig, deputy director of Utica Psychiatric Center, are all smiles at the recent grand opening of Junior Junction.

SPECIAL PERFORMANCE — Grand opening visitors to Junior Junction were treated to a special singing performance by Brad, Kelly, Sheila and Jerome, a promising young quartet.

Small World benefits from big donation

WEST BRENTWOOD — Small World, the day care program at Pilgrim Psychiatric Center here, is \$723 better off since members of CSEA Local 418 at the center sold 1,224 tickets in a recent raffle.

The money is earmarked to buy lasting equipment such as swings and slides for the facility.

"CSEA's gift can buy playground equipment that will make the children happy every time they go outside," said Small World Director Leila Holmes after accepting the check from Local 418 President Joe Noya.

Small World, created in 1976, currently cares for 55 children of employees of the psychiatric center and the Long Island Correctional Facility, which is on the Pilgrim campus.

The center charges \$60 a week for children under three and \$55 a week for older children. A hot breakfast and lunch, plus two snacks, are served daily. The center is open from 6:45 a.m. to 5:30 p.m.

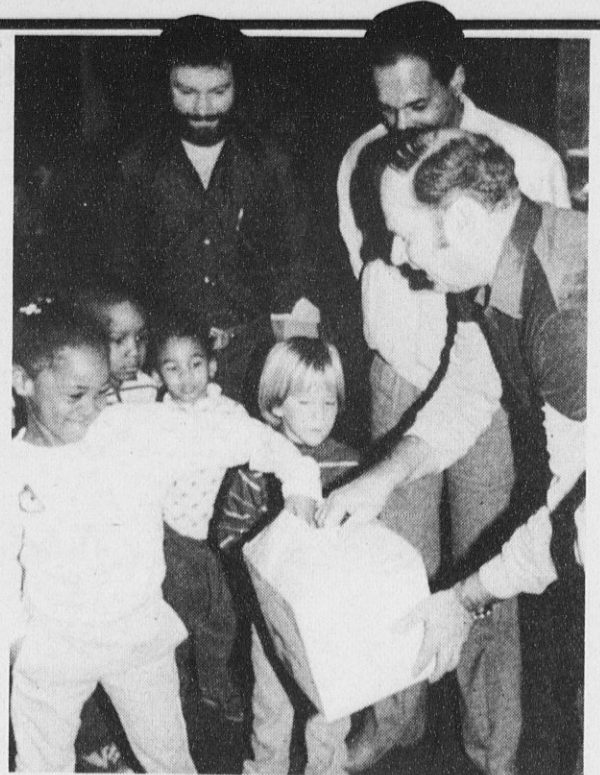
Small World has a staff of 15, including the director, two teachers, foster parents and students involved in early childhood development programs.

"With an annual budget of about \$200,000, the day care center depends on the help of a number of organizations in the area. The U.S. Department of Agriculture provides some food, while the U.S. Marines' "Toys for Tots" program replaces toys for the children. Pilgrim provides the building, and the Suffolk County Police Department makes transportation available for day trips. United Way also contributes to the center.

Holmes says despite all the help it receives, Small World currently is operating about \$1,000-\$2,000 in the red, so that a donation like CSEA's is extremely helpful.



ACCEPTING DONATION — A Small Worlder looks up from coloring as day care Director Leila Holmes accepts Local 418's donation from Bill Washington, center, and President Joe Noya.



SELECTING WINNING TICKET — One of the children at Small World picks a raffle winner from box held by Bill Washington as Pat Hahn, left, Robert Williams and several children watch.



PRIZE WINNER — Pilgrim Local President Joe Noya, left, presents check to raffle winner Linda Zammiello. Bill Washington, Social Committee chairman, looks on.

ALL RIGHT, EMPLOYEES. I KNOW YOU'RE OUT THERE. DROP YOUR WAGES, BENEFITS, AND LABOR CONTRACTS! COME OUT WITH YOUR HANDS UP, OR I'LL SHOOT!!



Labor leaders denounce bankruptcy ruling as threat to collective bargaining

WASHINGTON — Leaders of organized labor have harshly criticized the Supreme Court's Bildisco decision making it easy for companies to tear up their collective bargaining agreements by declaring bankruptcy.

AFL-CIO President Lane Kirkland said the ruling "has the gravest implications" for the collective bargaining system.

The high court ruling stemmed from the refusal of a New Jersey building materials supplier, Bildisco, to live up to the terms of its contract with a Teamsters local after filing for bankruptcy.

The labor officials called on Congress to reverse the ruling during its current session.

United Auto Workers President Owen Bieber called it "subversion of the bankruptcy law to allow employers seeking financial reorganization to get out of union contracts, especially when collective bargaining contracts are encouraged and protected under federal law."

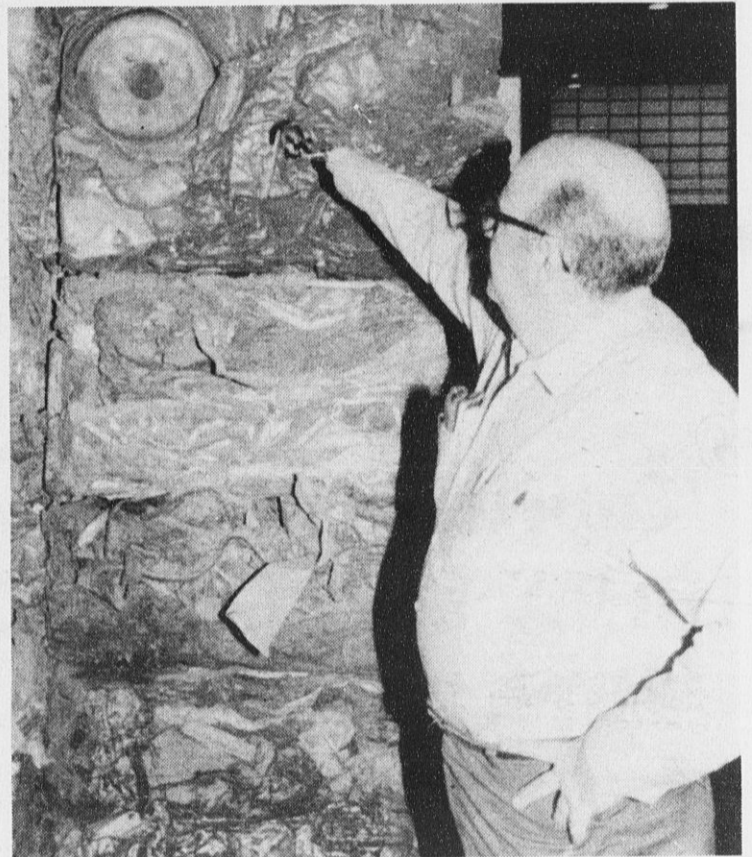
Lynn Williams, acting president of the Steelworkers, said, "This represents a catastrophic trend in decisions by the Supreme Court that violate the basic rights afforded workers under the American legal system."



ON TOP OF THINGS — Sanitation workers stand on the railing they constructed at the Smithtown landfill. From left to right are Dennis Warner, Glenn Rhodes, Bill Maccaro II, Vito Losurdo and Frank Detelich.



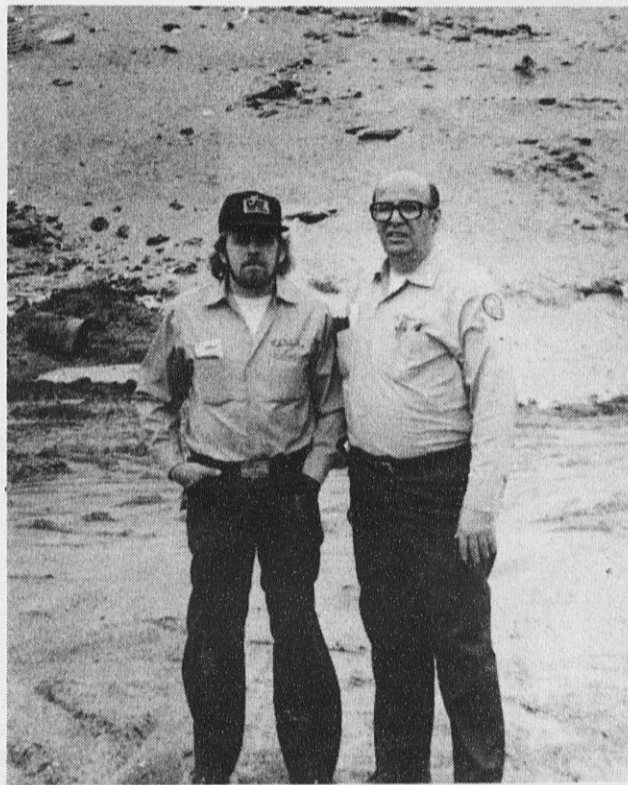
AS TRUCK GOES BY — Patricia Brandow waves a garbage truck into the landfill facility while Judy Johnson makes a call to announce its arrival.



FROM CAR TO CUBE — Bill Maccaro, Sr. points out a wheel rim and tire of a 1968 station wagon which was compressed into a cube.

PROUD PAIR — Frank Detelich, left, and Bill Maccaro, Sr. are two CSEA members who are proud of the work done at the Smithtown landfill.

Smithtown 'garbologists' inventive when it comes to PUTTING Garbage IN ITS PLACE



By Joel Bruinooge
CSEA Communications Associate

KINGS PARK — To most people, it's just garbage. But to the 45 CSEA members who work at the Smithtown Sanitation Department Landfill here, it's a tremendous source of pride.

The Smithtown landfill is among the most innovative on Long Island, and perhaps in all of New York state. It's a place where creative solutions are applied to age-old problems, and where the employees are always striving to do things better.

One major source of pride is the fact that the landfill is lined — it's tightly sealed and capped after it's filled. This makes it one of the most ecologically sound systems.

It also uses a baler/compactor which handles 300 tons of garbage and saves 25 percent of the landfill space.

Bill Maccaro, Sr., Smithtown bargaining unit president, points out the power of the baler by noting a 3' x 3' x 4' cube of wrinkled metal that's placed in one corner of the facility. That cube was once a 1968 station wagon.

"When you think about the space a car normally takes," Maccaro said, "and look at our station wagon cube, you get an idea of what our job is."

The cubes are stacked in layers in the landfill, and sand is used to cover each layer before the next one is added. Drains are placed to allow the leachate (water and other liquids) to seep out. Vents extended through each level allows methane gas created by the decomposing garbage to escape.

When the landfill is full, a layer of sand is spread over the garbage cubes, and a cap is laid across the top. The cap is sealed to the rest of the liner, creating a huge garbage bag filled with cubes of garbage.

The sanitation department, headed by Duane "Dusty" Rhodes, is pretty creative about disposing of the garbage and making use of the byproducts.

The leachate is treated at another facility, while the methane gas soon will be sold to power companies to fire gas turbines used to generate electricity.

The workers, members of CSEA Local 852, are equally creative in how they operate and maintain the facility.

They built the railings on the catwalks around the different levels of the compactor themselves, at a savings to the taxpayers. They also constructed an additional storage room for the compactor's spare parts and a "rat-proof" storage room to hold records.

The most impressive activity of Smithtown's do-it-yourself sanitation workers is the maintenance of the baler/compactor. The CSEA members are waiting for the town to allocate the funds to purchase replacement parts needed to repair the \$1.2 million machine. Parts of the conveyor assembly which carries the garbage to the compactor are worn out.

In the meantime, the employees must put space-wasting, uncompacted garbage in the landfill, instead of the cubes. It's something they're not happy about. "We do things the right way around here," said Foreman Frank Detelich.

Detelich has led his fellow CSEA members in their construction projects at the facility. A surprising neatness and cleanliness are characteristic of the garbage facility. The machinery is freshly painted, the floors are clean and tools and parts are stored away.

And as a final touch that underscores the importance they attach to their work, the workers have placed cardboard sentries around the rim of the landfill, as if to guard it and protect it when they are not working.

Olympic Authority pact links three bargaining units

LAKE PLACID — A three-year contract which unites three separate bargaining units has been overwhelmingly ratified by CSEA and the Olympic Regional Development Authority (ORDA).

The agreement covers 300 employees previously represented by the union under the jurisdictions of the Department of Environmental Conservation, the town of North Elba Park and the private sector.

"Now we're all ORDA employees," says Tom Borden, ORDA CSEA Local 059 president. "I think it's working well, better than we expected, and most of the people are pleased with the contract. It has something for everyone."

The new contract will provide employees with salary increases ranging from a minimum of 5 percent to a maximum of 15 percent per year based on an employee's work. Former town workers will gain most of the 15 percent increases while the former EnCon state workers will pick up 5 percent increases each year.

The ORDA pact also contains some major breakthroughs for the employees. "We obtained seniority for recall and layoff for white card seasonal workers," CSEA Field Representative Charles Scott reports. "That alone was a long-sought goal. But we were also capable of achieving overtime for everyone and shift differentials for those involved in such work," he said.

Borden said he is confident that the new arrangement will work out well.

"CSEA has a very good working relationship with ORDA," he said. "And Ned Harkness, the ORDA



OLYMPIC Regional Development Authority

CSEA Field Representative Charles Scott signs the contract he helped negotiate with ORDA as Local 059 President Tom Borden, left, and ORDA Chief Executive Officer Ned Harkness look on. The new contract united three bargaining units and provided for pay hikes of from 5 to 15 percent for workers.

director, keeps telling me the door is always open to discuss any problems we might have.

"We're all working for the same goal — we want

to make Lake Placid the best winter sports site in the world. That will take a lot of doing and a lot of cooperation. But it can be done," Borden said.

'Capricious' firing of MHTA at N.Y. Psych overturned in grievance decision

NEW YORK CITY — Calling the illegal termination of a New York Psychiatric Institute employee "capricious" and "an abuse of discretion," an arbitrator has ordered that MHTA James Davis be reinstated as a permanent employee with full back pay, seniority rights and other benefits.

Two months after receiving notification of permanent status, Davis, a member of Local 419, was terminated by the facility on the grounds that he was still a probationary employee and was not meeting standards to become permanent.

According to the decision, Davis transferred to the institute from another mental health facility in April 1982, advancing to permanent status in October after completing the second half one-year traineeship there. Shortly after a disagreement with a nurse in December, Davis was informed that he had "inadvertently" been placed on a six-month probation and would remain on probation until April 1983. One week later, Davis received a letter terminating him as of Jan. 19 because he did not meet the standards for permanent employment.

"Apparently, management felt more confident arbitrarily changing Davis's employment status than filing misconduct or incompetency charges and having to prove the charges at a hearing," said CSEA Field Representative Marcia Showitz. "Considering that Davis was rated

above average in every probationary evaluation report by his superiors, it is not surprising that management chose to avoid the proper mechanism for disciplining a permanent employee."

Local 419 President Edward Randall said that management attempted to circumvent the favorable court decision by filing a notice of discipline, but that the charge was withdrawn by the facility because it was filed in an untimely manner.

"It is obvious that management was groping for straws," said Randall. "They wanted to terminate an exemplary employee based on a personal difference, but CSEA successfully thwarted their efforts."

Davis, who was represented by CSEA Regional Attorney Kenneth Schultz, said he is completely satisfied with the outcome of his case and is enjoying a good working relationship at a facility outpatient clinic where he has recently been reinstated.

"If not for an excellent CSEA legal assistance program and the services of a well-informed, attentive field representative, I would not have a job today," said Davis. "Having the union behind you can mean the difference between being employed and unjustifiably terminated. It also means working in a dignified atmosphere, rather than one governed by fear of losing your job."

CSEA staff openings

Occupational safety and health specialist

CSEA has a vacancy for an occupational safety and health specialist in the Long Island area.

Duties include investigating complaints and violations of prescribed safety standards, preparing follow-up reports, advising union members of their rights and assisting in safety training.

Qualified candidates should possess a

bachelor's degree in a related field, preferably as an investigator or trainer in safety and health matters. Candidates must possess a driver's license for business use.

Interested candidates may submit a resume and salary history by March 26 to Personnel Director, CSEA, P.O. Box 125, Capitol Station, Albany, N.Y. 12224.

Restraining order stops Onondaga payroll change

SYRACUSE — A temporary restraining order prohibiting Onondaga County from implementing its plan to impose a lag payroll system was issued late this week by state Supreme Court Justice George G. Inglehart at the request of Onondaga County CSEA Local 834.

CSEA Attorney Michael Smith, who represented the union in the court proceedings, has also filed an improper practice charge against the county, claiming the plan to unilaterally change the annual payroll system is illegal and a mandatory subject of negotiations with the union. The IP was filed Feb. 29 following a meeting with Smith, Regional President Jim Moore, Local 834 President Patricia Callahan and 10 county unit presidents.

FOUR MORE? NO MORE!

For millions of Americans, the needy and the elderly among them, and for state and local governments who depend on federal assistance to provide services needed and demanded by the public, the administration of Ronald Reagan has been a DISASTER! New Yorkers and New York state have been among the hardest hit. Now AFSCME, CSEA's international union affiliate, has compiled an extensive report documenting just how devastating the Reagan budget cuts have been to New Yorkers. Last week CSEA President William L. McGowan, accompanied by representatives of AFSCME's Public Policies Department, called a major press conference in Albany to distribute the findings of that report.

'WE CANNOT AFFORD FOUR MORE YEARS'

Statement by CSEA President William L. McGowan

Are we better off today than we were in 1980? For most state residents, the answer is NO.

In the past three years, since Ronald Reagan became president, total federal assistance to New York state and local governments fell by \$4.6 billion. Direct federal assistance to the needy and the elderly was cut by an additional \$2 billion.

Indeed, the Congressional Budget Office found that lower and middle income families have been hurt most by the Reagan budget cuts. Households earning less than \$10,000 suffered losses three times greater than the loss to those earning between \$40,000 and \$80,000.

At the same time, an AFL-CIO study of changes in state and federal taxes reveals that taxes went up here by \$319 for a family earning \$15,000 but went down by \$7,740 for a family earning \$200,000.

Budget cuts were across-the-board and on a per capita basis hurt rural and urban counties alike.

The fact that deep cuts were sustained across all areas of federal assistance to state and local governments indicates that cuts were sought without any vision of the proper role of the federal government in funding services. The Reagan Administration simply walked away from whatever responsibility it could escape from most easily.

Ronald Reagan has been a disaster for New York State. The rich have gotten richer, and the poor poorer, thanks to an Administration which serves the special interest at the sacrifice of the public interest.

We cannot afford four more years.

The largest per capita losses in aid to local governments were as follows:

Sullivan County	\$625.05
New York City	391.19
Jefferson County	331.96
Warren County	330.16
Oneida County	265.17

Some budget cuts in this category include:

PROGRAM	BENEFICIARIES	LOSS*
Educationally Deprived Children	School children from economically disadvantaged households	\$159.2 million
Education Block Grant	Elementary and secondary students	\$24.1 million
Handicapped Education	Handicapped students attending elementary and secondary schools	\$23.1 million
Vocational and Adult Education	Individuals needing basic education or vocational training	\$46.4 million
Employment for Older Americans	Low income persons 55 years old or older	\$2.05 million
Employment Services and Unemployment Insurance Administration	Unemployed persons and employers seeking workers	\$71 million
Job Training	Recipients of AFDC (Aid for Dependent Children) and other public assistance programs	\$1.16 billion
Preventive Health	General public	\$10.4 million
Medicaid	Low income and medically needy persons	\$825 million
Child Nutrition	Children from low-income households	\$97.9 million
AFDC and Child Support	Low-income families with children	\$314 million
Community Development Block Grants	Persons residing in low and moderate-income neighborhoods	\$99.6 million
Economic Development Administration	Persons and businesses located in economically distressed areas	\$98.6 million
Urban Development Action Grants	Primarily, persons and businesses located in economically distressed areas	\$73.9 million
Urban Mass Transit	Primarily, residents of urban areas	\$487.8 million



CSEA PRESIDENT William L. McGowan, center, is flanked by AFSCME's Mitch Horowitz, left, and Rob McGarrah at press conference in which union officials blasted federal aid cuts to state and local governments.

In direct federal assistance to individuals, these five counties had the highest per capita losses:

Montgomery County	\$154.30
Hamilton County	143.80
Yates County	141.16
Schenectady County	138.69
Greene County	137.90

Some budget cuts in this category include:

PROGRAM	BENEFICIARIES	LOSS*
Food stamps	Low income persons	\$240.9 million
Medicare	Older Americans	\$783.3 million
Social Security (Retirement and survivors)	Retired workers 62 years and over, their dependents and survivors	\$982.8 million
Social Security (Disability Insurance)	Disabled adults	\$98.5 million
Supplemental Security Income	Persons 65 years and over, blind and disabled persons	\$30.7 million

'REAL DOLLAR' LOSS IS VERY EXTENSIVE

The loss in federal assistance to New York State and local governments is very extensive and touches a large number of programs. In the coming weeks, The Public Sector will list many of those programs involved and on a county-by-county basis publish the actual real dollar loss in grants-in-aid during the Reagan administration for those programs.



Calculated in real dollars using method employed by both the Office of Management and Budget and the Congressional Budget Office, which estimates dollar amount necessary to provide the same number of programs with the same level of services during base year (FY 1981).