

Activists shaping organized fight against Workers' Comp hours change; employee morale dips to low point

Information compiled by
Stephen Madarasz
CSEA Communications Associate

NEW YORK CITY—"The morale at the Board is the worst I've seen in 20 years of dealing with Workers' Compensation issues," says Attorney Elliot Olin, chairman of a group of unionists and other activists who have formed the Ad Hoc Committee for Workers' Compensation to combat the situation.

The Ad Hoc Committee was formed out of concern over a number of issues affecting Workers' Compensation Board employees, but the most current matter of concern involves Board plans to initiate hearings on week nights beginning Feb. 4. Employees assigned the extra hours will get time off the following day.

But CSEA, and the other activists joining force with the union, says the plan is unacceptable for

a number of reasons, among them that there is doubt clients' attorneys will be willing to work week nights, and that administrative costs will rise by keeping offices open for extended hours.

CSEA is filing a class action grievance over the hours change, citing it as a violation of the workday/workweek article of the union's contract with the state of New York.

Formation of the Ad Hoc Committee in the New York City area came as Workers' Compensation Board Chairman Robert Steingut continues to move ahead with plans for the new evening hearing schedule.

Steingut's action has upset union officials, and CSEA Region II President George Boncoraglio has responded with anger after a Jan. 18 meeting of union officials with Steingut in an effort to halt the plan.

"Steingut wanted our input only as long as we

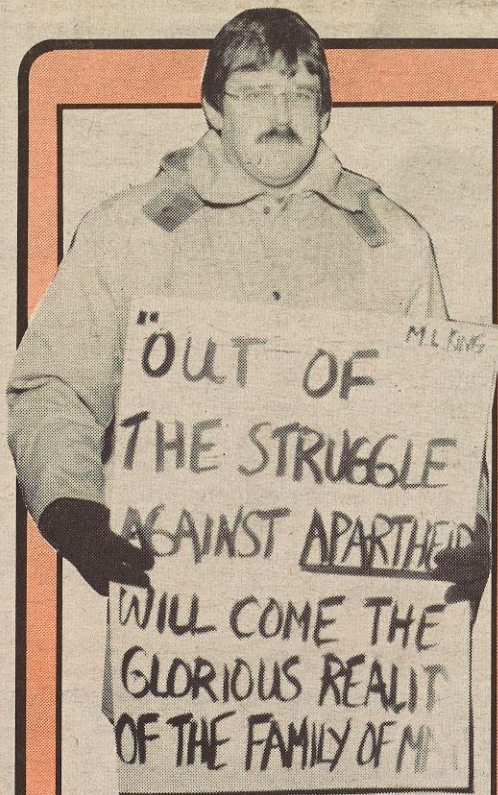
agreed with his position. We're trying to be reasonable and work the situation out to everyone's benefit, but he doesn't want to hear us," Boncoraglio says.

CSEA says that Steingut has been unable to demonstrate any need for the new night hours of 6 to 8 p.m., and that a client preference survey his staff conducted to show client support is flawed in its sampling and tabulation techniques.

CSEA also notes that while the plan was initially described as voluntary, it has already become a mandatory assignment. CSEA Local 010 President Rose Sutro says that Steingut's contention that the program would only affect a small number of employees "is nonsense." Sutro, whose local represents about 550 members at Workers' Compensation, says that a "rotating schedule assures that all workers will eventually

(Continued of Page 9)

INSIDE THIS EDITION:



DISGUSTED WITH APARTHEID POLICIES OF SOUTH AFRICA, CSEA ACTIVISTS MARCHED WITH OTHERS IN A PROTEST DEMONSTRATION IN ALBANY RECENTLY. TEN DEMONSTRATORS WERE ARRESTED DURING THE PROTEST. CSEA REGION IV PRESIDENT C. ALLEN MEAD, ABOVE, WAS AMONG THOSE MARCHING.

PAGES 10 and 11

UNION NOT OPPOSED TO TAX CUT CONCEPT, BUT WE'LL KEEP OUR EYES OPEN JUST IN CASE.

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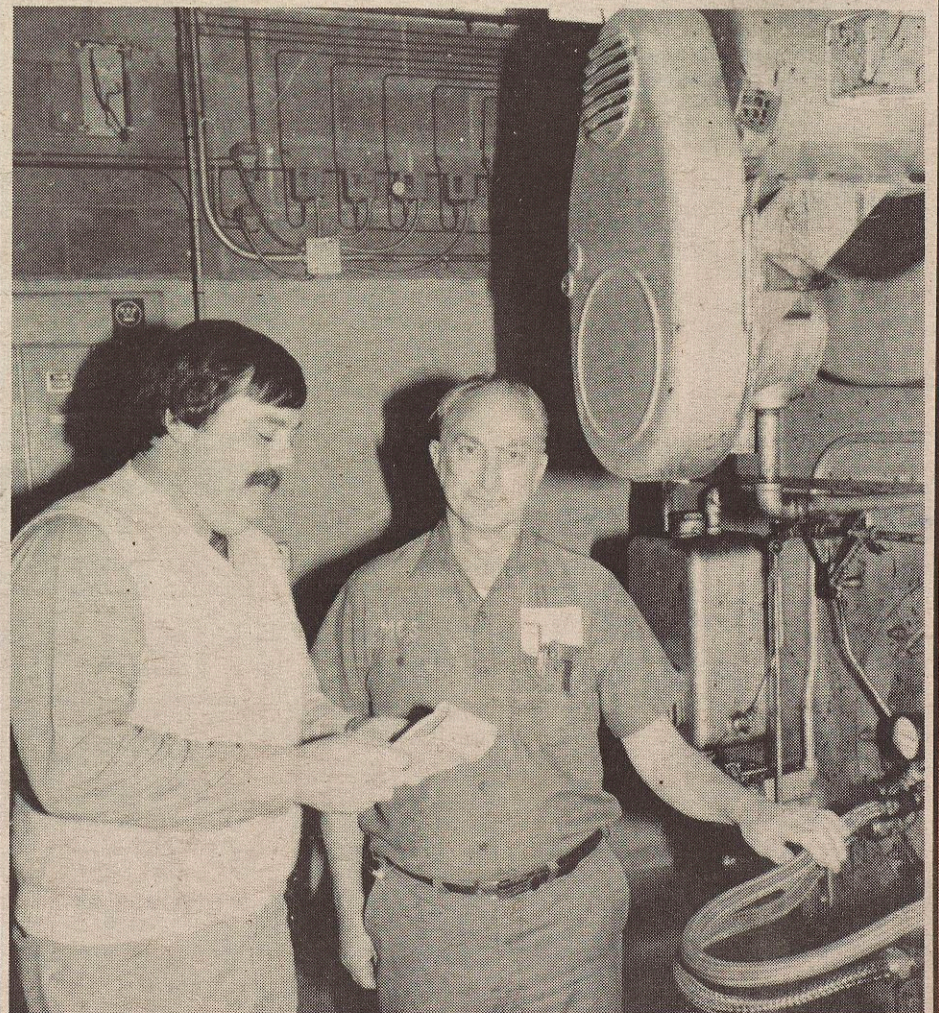


BROOME DEVELOPMENTAL CENTER EMPLOYEES WILL FINGERPRINT AND PHOTOGRAPH THEIR CHILDREN NEXT MONTH TO HELP IN CASE THEY EVER BECOME LOST OR ABDUCTED.

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UNITY IS REALITY FOR MORIAH CENTRAL SCHOOL CSEA UNIT MEMBERS. ESSEX COUNTY CSEA LOCAL 816 PRESIDENT JOHN McALONAN, LEFT, TALKS WITH UNIT PRESIDENT PETE ROTELLA ABOUT HOW THE UNIT HAS MAINTAINED PERFECT VOLUNTARY UNION MEMBERSHIP THE PAST DECADE.

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IRA payroll deduction available

CSEA members in the three state bargaining units (Administrative, Operational and Institutional), as well as CSEA-represented employees in the Office of Court Administration (OCA) are reminded that they may take advantage of automatic payroll deduction to set up an Individual Retirement Account (IRA).

An IRA is a tax-deferred investment plan which allows individuals to save a portion of their income for retirement while legally sheltering income from taxes.

CSEA negotiated IRA payroll deduction with the state in 1983. Three vendors, who represent the three major types of IRAs — a bank, insurance company and investment firm that manages mutual funds — are offering the retirement plans.

For more information, State Division and OCA employees should fill out and mail the coupon below to: CSEA-IRA, P.O. Box 7125, Albany, N.Y. 12224.

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Social Security benefits taxable

Starting with 1984, if Social Security beneficiaries have substantial income in addition to their Social Security benefits, up to half of their annual benefits may be subject to income tax.

About 90 percent of the Social Security beneficiaries will not be affected by the new rule, however. If a person's only source of income in 1984 was from Social Security and/or SSI benefits, he or she probably will not be affected.

The amount of benefits subject to tax will be the smaller of:

- one half of a person's Social Security benefits, or
- one-half of the amount by which the adjusted gross income, plus tax exempt interest, plus one-half of the Social Security benefits, exceed the base amount.

To figure out if they will have to pay tax on their benefits, individuals would need to determine which of the following base amounts applies to them:

- \$25,000 if the person files as a single taxpayer,
- \$32,000 if the person is married and the couple files a joint return, or
- \$0 if the person is married and lived with his or her spouse at any time during the year and files separate tax returns.

Hospital workers endangered

Unions vow to appeal OSHA decision about EtO exposure

WASHINGTON—AFSCME and other unions representing hospital workers have vowed to return to court to fight the Occupational Safety and Health Administration's rejection of a short-term exposure limit for the cancer-causing sterilant ethylene oxide (EtO).

AFSCME and several other unions plus a public health research group last June won a court ruling that forced OSHA to issue a new standard for the medical equipment sterilant.

That standard reduced the eight-hour average exposure limit for EtO to one part per million (1 ppm) from 50 ppm. However, OSHA postponed a decision on a short-term exposure limit (STEL) after the White House Office of Management and Budget deleted the provision from the new standard, saying it would cost too much.

The unions charge that by eliminating the STEL, the OMB gutted the standard because most of the estimated 144,000 hospital workers at risk are exposed to the gas in short, relatively high concentrations when they open sterilizer doors. Such exposures, although averaging out to the new 1 ppm limit over a workday, have

been linked in Finnish and U.S. studies to higher than average rates of miscarriages and other reproductive and health problems among workers.

AFSCME Health and Safety Coordinator Jordan Barab said the union is "outraged and disgusted" by OSHA's continued refusal to issue a STEL and called OMB's involvement in the decision "completely inappropriate."

Although the unions are confident they can win in court, Barab said, it is "tragic and senseless" that hospital workers will continue to risk cancer and miscarriages while the case goes through court.

The issue of a STEL for the EtO standard has been mired in controversy during the Reagan administration. Last year, OSHA scientists charged before a congressional panel that R. Leonard Vance, OSHA's health standards director, attempted to discourage them from collecting or considering evidence that could justify a STEL after meeting with an official from Union Carbide, a major EtO manufacturer which opposes a STEL.

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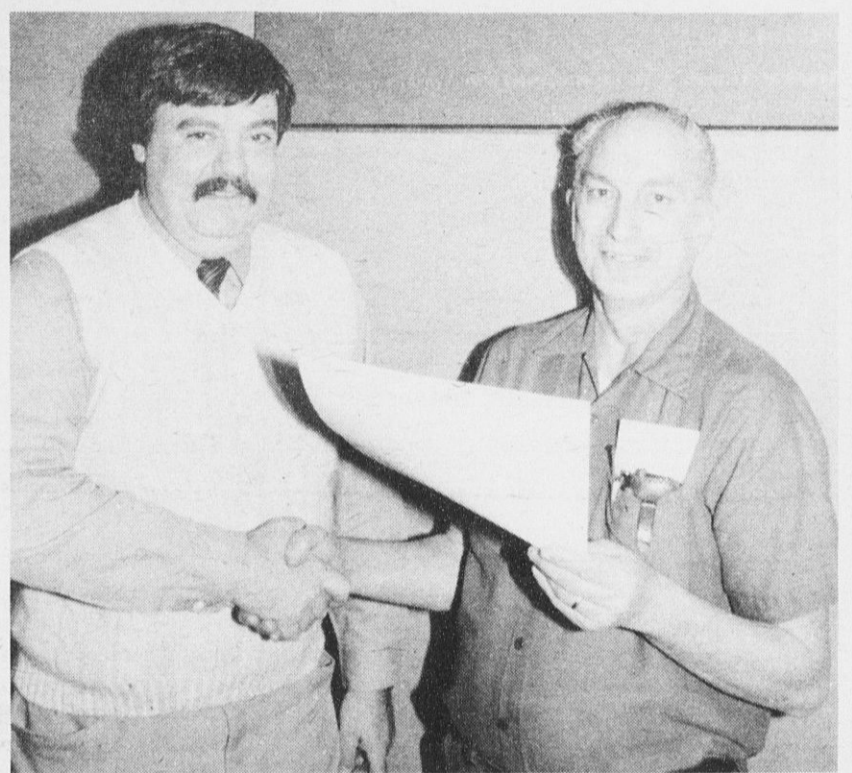
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ON THE MOVE — One of the keys to Moriah Central School Unit President Pete Rotella's success in fostering full membership has been his mobility. He usually sees most of the unit's 32 members during the normal school day. Here he's pictured with, from left, Gary Wykes, Martin Chapuk and Bill Trybebis.



HONORED — Essex County Local President John McAlonan, left in photo below, presents Pete Rotella with certificate of appreciation signed by union President William L. McGowan.



School unit celebrates decade of 100 percent voluntary membership

PORT HENRY — "We have an excellent contract here because of our 100 percent union membership and we want to keep it that way," said Moriah Central School Unit President Pete Rotella.

"That's what I tell a new school district employee as soon as he or she comes in the front door."

For the past 10 years, six under Rotella, the Moriah school unit — part of Essex County CSEA Local 816 — has had perfect voluntary union membership without any type of agency shop provision in its contract.

In recognition of the unit's decade of perfect membership, Rotella was recently presented with a certificate of appreciation by CSEA statewide President William L. McGowan.

"We have 32 members and when the union speaks to the district about a problem, the district knows that all 32 employees are talking. That helps a lot," said Rotella.

Located in the North Country of the Capital Region, the Moriah district serves the education needs of 1,008 elementary and high school students. Rotella says the 100 percent membership has helped the union establish "a good working relationship with the district."

"If a problem does develop the district knows that the workers will stick together," he said. "That seems to help move problems along to a quick resolution without using the grievance procedure."

Essex County Local President John McAlonan credited Rotella with "working constantly with school employees, looking to help them in one way or another."

Said Rotella: "Nobody in the North Country gets a free ride. We're all used to doing our jobs and doing our share, and that goes for supporting our union. It can't be any other way if you really want to be effective."



Bag lunch experiment

The Moriah Central School District has embarked upon a brown bag lunch experiment to increase students' participation in the federal luncheon program. The district is preparing several hundred bag lunches for the students and selling them as an alternative to regular hot meals. Unit President Pete Rotella has been working with Cafeteria Supervisor Martha Helms on the project. Here, he's pictured with the kitchen crew. From left are Jean Sprague, Theda Grohens, Helms, Rotella, Josie Neaves and Betty Conley. Thelma Chapuk is in back row.

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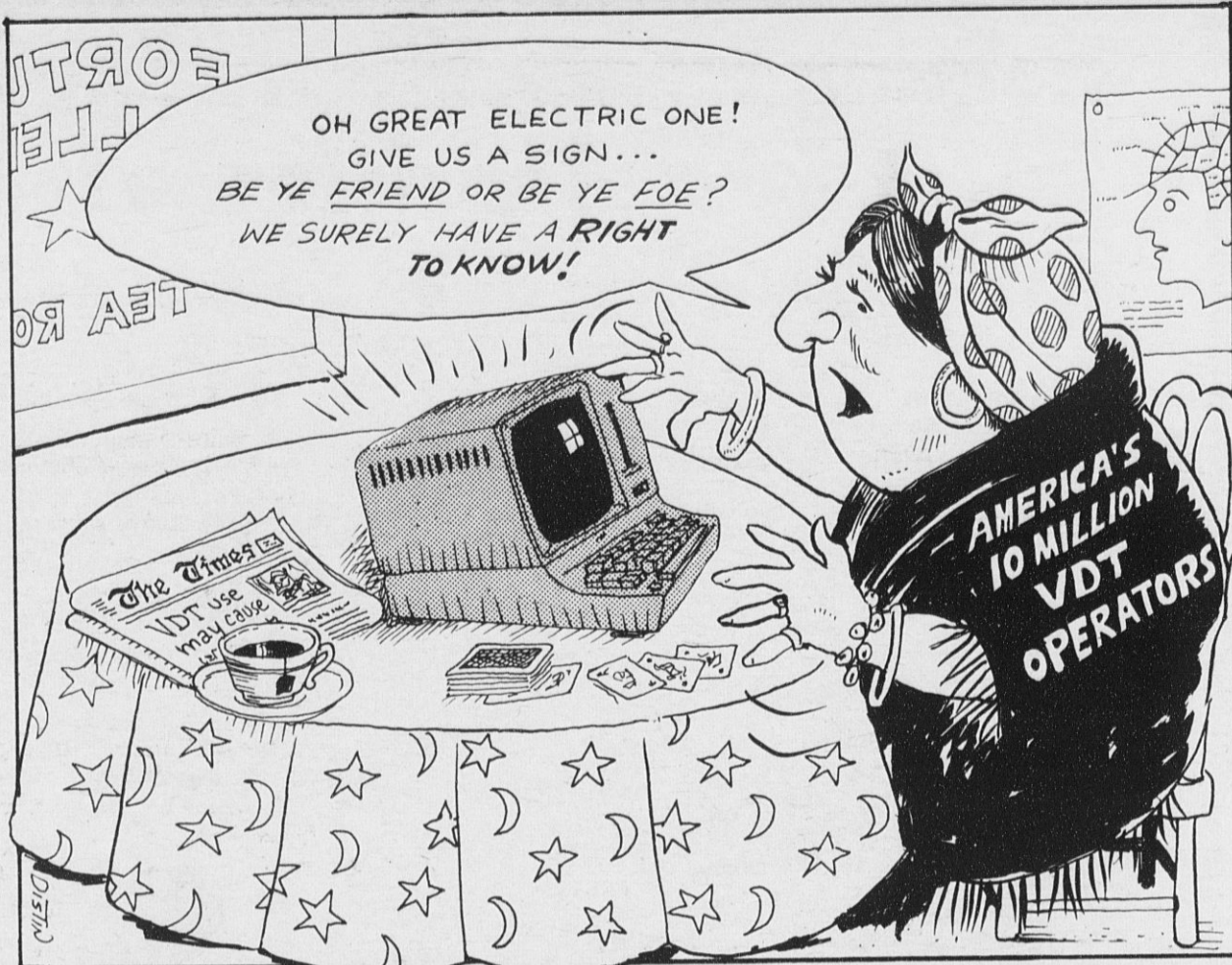
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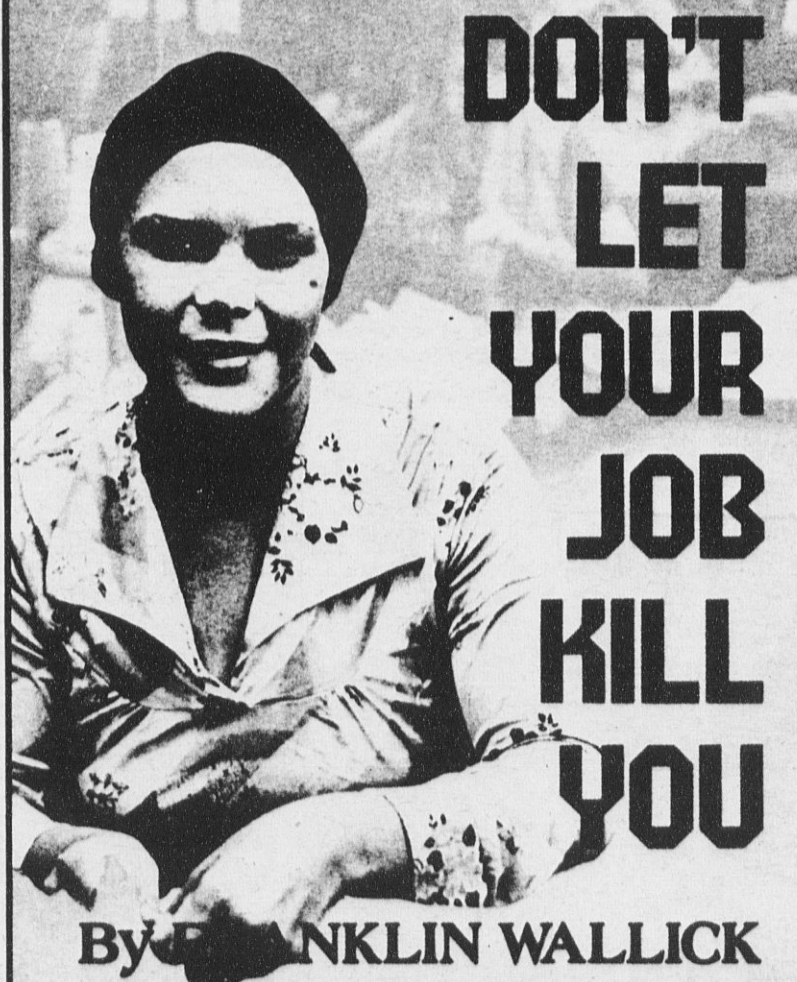
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Foreword by Dr. EULA BINGHAM



DON'T LET YOUR JOB KILL YOU

By FRANKLIN WALLICK

"... a stirring, persuasive, fact-filled book about a mostly ignored national problem... it will rank with Ralph Nader's 'Unsafe at Any Speed' and Rachel Carson's 'Silent Spring'." —WASHINGTON POST

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PROGRESSIVE PRESS

A BOOK REVIEW

A new book, "Don't Let Your Job Kill You," by long-time labor journalist Franklin Wallick has been published with a foreword by former OSHA Director Eula Bingham.

The book includes the full text of the author's highly popular 1972 edition of "The American Worker: An Endangered Species," as well as a new section on worker success stories and worker tactics.

In publishing the new edition, Wallick says, "The time for horror stories is over — we know we have a problem. The job now facing workers and their unions is what to do about the problems. I hope this book will be a real guide to problem solving of health and safety at the workplace."

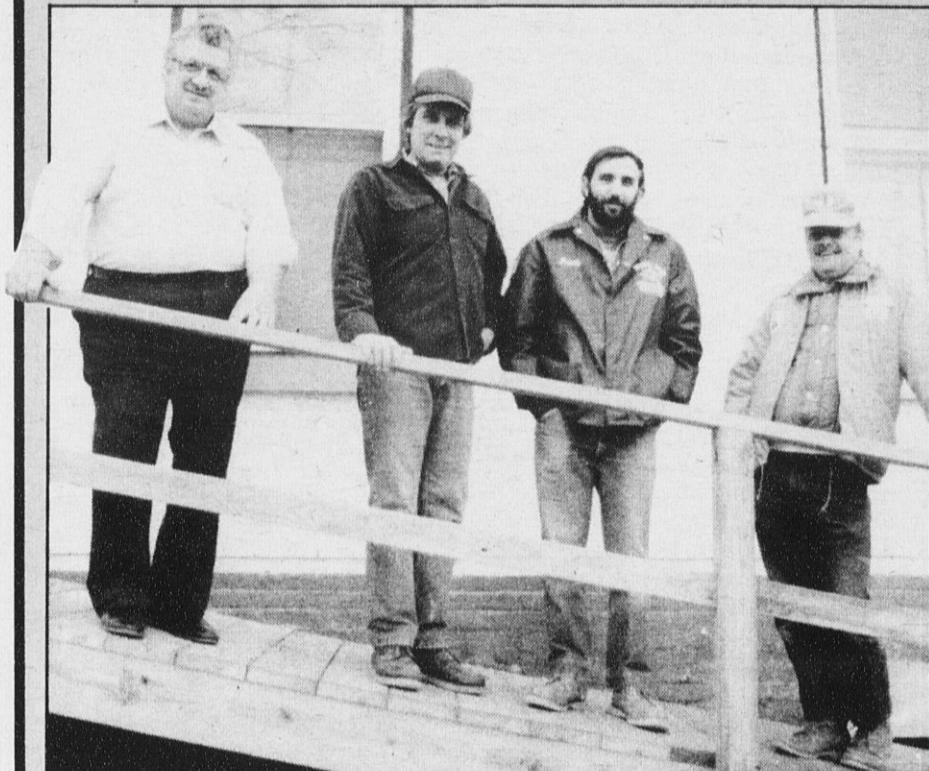
Wallick is the 61-year-old editor of the "UAW Washington Report" and was a UAW lobbyist for passage of the Occupational Safety and Health Act of 1970.

"Don't Let Your Job Kill You," published by Progressive Press, 7620 Morningside Drive, N.W. Washington, D.C. 20012. \$5 per copy, sent postage paid with receipt of check made out to Progressive Press.

Helping create elderly day care center latest special assistance for needy given by Dutchess County CSEA members

By Anita Manley
CSEA Communications Associate

MILLBROOK — An agency's dream of opening a day care center for the elderly has become a reality, thanks in part to a group of "guardian angels," including a crew of CSEA members.



GUARDIAN ANGELS — Charlie Rexhouse, left, shows the new ramp he and his crew built for the elderly clients of the day care center located at the Dutchess County Infirmiry. With Rexhouse are Ron Klaproth, Frank Viacava and Bob Myers. Vernon Storms, who also helped in the project, is absent from the photo.

In spite of a limited budget, the Dutchess County Community Action Agency was able to open the center in the Dutchess County Infirmiry in December.

Site Manager Marilyn Pletzer said that following a study completed last year, it became obvious that some type of day care services for the elderly was desperately needed. "The need for this type of service was referred to (in the study) repeatedly," Pletzer said.

Pletzer said her agency has had a contract with the county's Office for the Aging to provide services to the elderly, such as weatherization of homes, a foodbank program and transportation. The local Medicaid study turned up numerous problems involving keeping elderly people at home and properly cared for.

"They needed programs of assistance and they found them difficult to obtain," Pletzer said, adding that home health care is difficult to obtain because home health aides are hard to recruit in sufficient numbers due to low salaries being offered.

The agency conducted a study of two existing day care programs in Vermont and Connecticut. Following an extensive local needs survey, the agency began looking into funding, with money coming from two private sources. Dutchess County donated space in the county infirmiry.

Renovations on the premises were needed, and it was here that CSEA members came through, many donating their own time. "The maintenance people were tremendous, I don't know what we would have done without them," Pletzer said.

Dutchess County CSEA Unit Second Vice President Charlie Rexhouse says this isn't the first time the CSEA members working at the infirmiry have given of themselves above and beyond the call of duty. Rexhouse said his crew members often spend their own time visiting with patients, for instance. In addition, both Rexhouse and maintenance man Vernon Storms are on call—voluntarily—during cold winter months to deliver emergency home heating fuel to needy families, another service of the Community Action Agency.

"Charlie Rexhouse is probably one of the hardest working members of the unit, both in his job and in his union," says Dutchess County Unit President Mary Rich. "He cares a great deal about people and it reflects in his total involvement. He's one of the most caring and giving people I know."

"Charlie Rexhouse is probably one of the hardest working members of the unit, both in his job and in his union. He cares a great deal about people and it reflects in his total involvement. He's one of the most caring and giving people I know."



TOURING Dutchess County's new Elderly Day Care Center recently were Program Aide Marilyn Bauerle, CSEA Unit Vice President Charlie Rexhouse, Infirmiry Administrator Tom Fiore, and Site Manager Marilyn Pletzer.



AMONG CSEA MEMBERS who gave extra of themselves to help patients of the day care facility at the Dutchess County Infirmiry were James Farrell and Katherine Lawler.

The **ACTIVIST**



GOING TO PRESS — Editor Melinda Carr looks over a copy of *The Activist* with David Sebast, supervisor of print shop and mail at CSEA headquarters where the publication is put together. "We want to educate and inform, but also to inspire and motivate," says Carr.

Wondering about the best way to handle that grievance? Confused about how to file an IP? Looking for advice on how to motivate members or negotiate a contract? Then what you need to read is *The CSEA Activist*, a bimonthly publication that's full of tips on how to be a more effective unionist.

CSEA's Communications Department came out with *The Activist* a year ago this month. The eight-page publication is much more than a newsletter. It's an educational tool packed with valuable information CSEA leaders at all levels need to represent the union's members.

Michael Moran, director of CSEA's Communications Department and publisher of *The Activist*, explains how the idea for the publication came about.

"We found we didn't need a newsletter in the usual sense but rather a publication that would give officers the kind of nuts and bolts information they should know as labor leaders. We wanted the content to be more 'how-to' than 'what's new.'"

Reaching a wider readership was another goal, he said, noting that Communications staff members assigned to the project worked to develop a circulation that went well beyond local presidents and Board members.

The Activist currently has more than 3,000 readers including shop stewards and members of various local and unit committees as well as Board members and regional, local and unit officers. Issues to date have centered around a major theme—such as setting up labor/management committees or filing improper practice charges—generally presenting a problem and suggesting ways to deal with it.

"We try to use a non-nonsense 'how-to' approach," says *Activist* Editor Melinda Carr. For instance, one recent issue on spiraling health insurance costs demonstrated why the exorbitant rate increases are occurring nationwide, and what the union can do in negotiations to hold onto benefits and contain costs.

"Case Studies," a regular feature of *The Activist*, zeros in on real life labor situations where workers have solved problems. Carr thinks the column adds a human element that people can relate to.

"One of the functions of *The Activist* certainly is to educate and inform. But we also want to inspire and motivate people and the case study approach of letting activists learn from the experiences of their counterparts in other locals is one way of doing that," said Carr. "I think we accomplish something if just one local president, for example, reads one of these articles and says 'if I can pull this off, I think I can make it work here, too.'"

The Activist also includes other regular features not necessarily tied to the main theme. Among them have been "Legal Briefs" and "Know Your Constitution," both prepared by attorneys of CSEA's law firm, Roemer and Featherstonhaugh, and "Footnotes," a piece from CSEA's Department of Education and Training suggesting resources for more information on various topics. Expertise from a host of other staff professionals also is put to use in the production of *The Activist*, Moran said. "The publication is very much a team project and we rely on the help of CSEA's own ex-



A TEAM PROJECT — Michael Moran, publisher, calls *The Activist* a "team project. We rely on the help of CSEA's own experts for the information we need," he says.



STARTING POINT — Graphics Artist Ralph Distin with Assistant Editor Brian Baker. "The information in each issue is compact, gives a concise overview and is a good starting point anytime you need information," Baker says.

'How-to' publication a labor-saver for union leaders

perts for information on matters like health insurance or union rights. When we wanted advice on collective bargaining for local government units we went right to Manny Vitale, a CSEA negotiator and one of the toughest around. And when we needed information about health insurance we were able to get what we needed from Tim Mullens of our Insurance Department," said Moran.

The publication incorporates the talents of many on the Communications Department's own staff, including regional communications associates and Graphics Artist Ralph Distin.

Distin, who designs charts and tables as well as some original art for The Activist, notes that good graphics play an important part in the publication.

"As with any publication art and cartoons and other graphics enhance the readability and attractiveness," he says. "But we also use it in an attempt to make the material more understandable."

Carr said that in many ways the new publication complements other CSEA programs that support the union's officers, stewards and activists, helping them do their jobs better.

"When you think about it, an officer or steward has to know a lot in order to do an effective job—how to handle a grievance, how to prepare for negotiations, now to chair a meeting, how to manage the finances and so on," says Carr. "CSEA provides a lot of help, including basic training courses through our labor studies program, workshops and seminars throughout the year to keep activists updated, and a variety of publications ranging from manuals to The Public Sector.

"The Activist's strength lies in its being able to concentrate entirely on a specific issue and offer practical suggestions unionists can put to use," she said.

Brian Baker, assistant editor, pointed out that the publication is meant to be saved as a reference source and is designed especially to be inserted into a binder.

"The idea is for people to hold onto The Activist and use it for a reference whenever they need it. The information in each issue is compact, gives a concise overview, and is a good starting point anytime you need information for an effort your local or unit is planning to get involved in," he said.

It's also a good idea for subscribers to share their copies with other activists who don't receive it, he added.

Future issues of the publication will focus on political action, combatting contracting out, and member participation in community service projects, he added.

With six issues of The Activist published so far, reader response already has been positive.

"We've been getting great feedback, including additions to our mailing list and enthusiastic comments from readers we've met at conventions and workshops," said Carr.

She expects circulation will continue to increase as more activists such as stewards and committee members become aware of the publication.



Should you be getting The Activist?

The CSEA Activist aims to reach a broad range of CSEA members in leadership positions — from statewide, regional, local and unit officers to committee chairpersons and shop stewards. If you think you should be getting a free subscription, fill out and mail this coupon.

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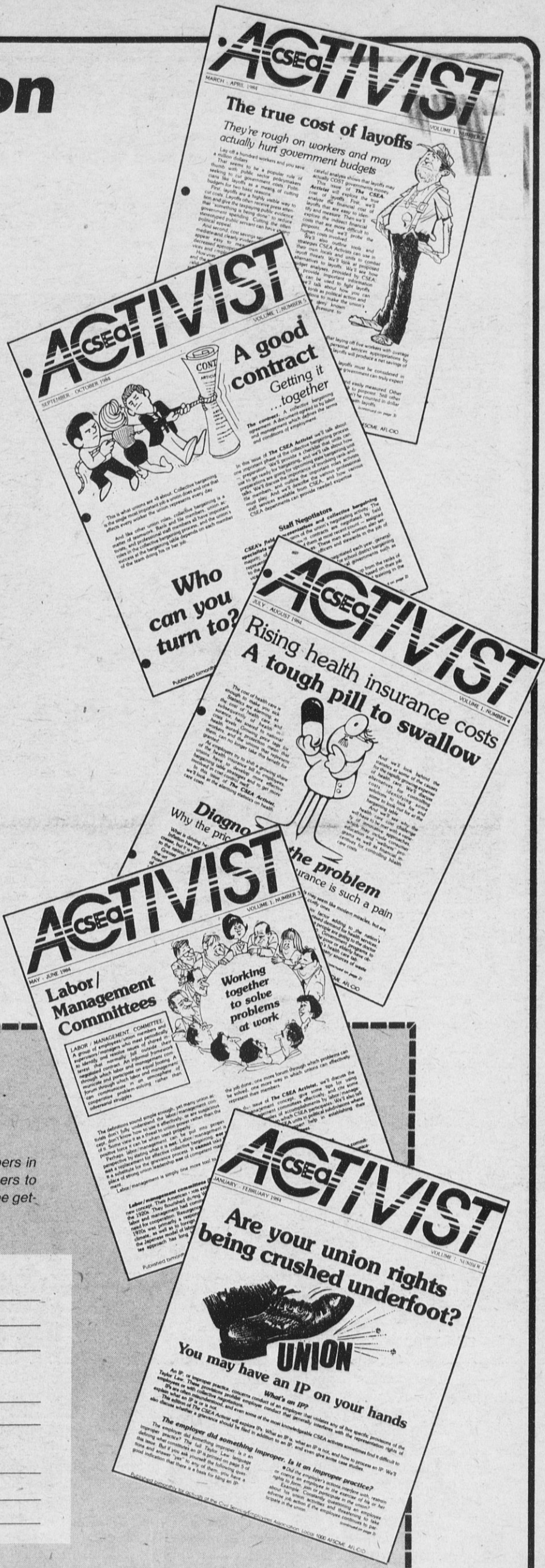
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IP filed

Union, city of Oneonta at odds over contract's 'on-call' language

ONEONTA — CSEA has filed an improper practice charge against the City of Oneonta, citing failure to bargain in good faith. CSEA says the city refused to sign an agreement calling for "on-call" language recommended by a Public Employment Relations Board fact finder.

The dispute began when both sides, while at impasse, agreed to present the recommendations of a fact finder to their respective bodies. CSEA ratified the recommendation a week later, and informed the city by letter of its action.

Based upon information received, the union negotiating team believed the city had also ratified the recommendations, until a month later when the union was asked to review contract language that omitted the "on-call" agreement contained in the fact finder's recommendations.

For the next three months, CSEA continued to demand the "on call" lan-

guage be included in the agreement. Meanwhile, the city responded only by signing the signature page. As a result, CSEA Field Representative Gerald Phelan said he had no recourse but to file the IP against the city on behalf of the 66 employees in the bargaining unit.

The union asks PERB to direct the city to sign the complete agreement immediately, and provide the union with a copy. It also requests that the city be directed to post a public notice that its actions were improper and will not be repeated.

"For months the city of Oneonta and its paid negotiator have been 'dragging feet.' We drew the line after their latest tactic to slip in an incomplete agreement that clearly lacks specific language relating to on-call duty as recommended by PERB. We absolutely refuse to accept any agreement without that language and have indicated our position to PERB. The final decision is now in their hands," Phelan said.



In 1937 CSEA won its seven-year long battle for a definite state salary plan providing equal pay for equal work and definite minimum salaries for all titles, with annual increments for satisfactory service. This was accomplished through the Feld-Hamilton Law signed by the governor on June 3, 1937—one of the outstanding accomplishments of CSEA in its entire 75-year history. The same year CSEA gained creation of a State Salary Standardization Board, giving employees the right to appeal for improved salary based on duties and responsibilities. And in 1938 CSEA won the Feld-Osterlag Law, establishing right of appeal of employees for title reclassification and salary reallocation.

Appellate court rules DMNA civilian workers are public employees

ALBANY — "After years of struggle, and despite the state's opposition, we have finally convinced both the Public Employment Relations Board and various state courts that you are entitled to union representation."

With those words, statewide State President William L. McGowan recently congratulated Division of Military and Naval Affairs (DMNA) employees who have been fighting for years to have CSEA as their representative.

The state had argued that the civilian workers are not public employees within the meaning of the Taylor Law.

The law recognizes the right of public em-

ployees to choose a labor union to represent them.

That union then has the right to negotiate a contract with management that protects all the workers in the bargaining unit.

CSEA went on to win a series of battles before PERB and in various state courts to unionize DMNA employees.

It concluded when Appellate Division judges ruled that the civilians "were public employees and not in the organized militia and, therefore, are subject to the provisions of the Taylor Law."

McGowan is now optimistic "we can achieve great things in the years to come."

Civil service system bypassed in new Reagan policy to hire temporary employees

WASHINGTON — The Reagan administration has implemented a new policy which encourages federal agencies to hire temporary employees on a large scale, ostensibly to save money.

However, the move is in line with advice from the right wing Heritage Foundation, which said "the federal government could be turned upside down" if political executives took control of the bureaucracy in the second term. "Much of the president's conservative mandate could be implemented without legislative changes," the Foundation said in "Mandate for Leadership II."

Donald J. Devine, director of the Office of Personnel Management, issued a directive which took effect Jan. 2. It gave agency chiefs "broad new authority" to bypass the competitive procedures of the civil service merit system and hire temporaries for up to four years; beyond that would require OPM approval.

The rules permit hiring of temporary employees in all kinds of jobs, including professional levels up to GS-12 which pay more than \$41,000.

An OPM spokesman called Devine's new policy "a big change." It reverses a firm policy of some 15 years of discouraging the use of temporaries to do the work of career employees. Even under the restrictive policy, there were 112,000 temporary employees in fiscal 1983; in total, there are 2.3 million federal workers.

President Kenneth T. Blaylock of the American Fed-

eration of Government Employees, said wider use of temporaries would undermine the career service. "Are those the kind of people we want inspecting meat, treating veterans and writing Social Security checks?" he asked.

Devine said the increased use of temporaries would be "very cost efficient" and should be encouraged.

Devine is one of the leading ideologues of the Reagan administration, according to the records of Group Research Report. He headed all the Young Americans for Freedom chapters in Brooklyn, N.Y. in 1963 and was elected to the national board at the second YAF convention. He organized a rally for Senator Barry Goldwater in Brooklyn in 1963; Goldwater became the Republican presidential candidate in 1964. In 1975, Devine was elected to the board of directors of the American Conservative Union. In 1981, Devine was a consultant to the National Right to Work Legal Defense Foundation. In 1984, he was on the cover of the John Birch Society magazine as part of an exclusive interview.

The Heritage Foundation said the Reagan administration's political appointees failed to control the bureaucracy in the first term. It said they "were captured, worked for narrow interest group goals and, at times, fought among themselves." The second term offers an opportunity, Heritage said, "actually to control" and reverse the course of the government. A veteran observer said that might be the reason for the new policy.

Job Opening

Region II safety and health rep

CSEA has announced a vacancy in the position of occupational safety and health representative, grade 14, in Metropolitan Region II. Interested candidates should submit a resume to Dennis M. Battle, director of employee relations and personnel, CSEA Headquarters, 33 Elk Street, Box 7125, Capitol Station, Albany, N.Y. 12224 not later than Feb. 12, 1985.

The occupational safety and health specialist is responsible for investigating complaints received or initiated by CSEA alleging violations of the New York State Public Sector OSHA Law, Right to Know Law, National Electrical Codes or other regulations, as well as investigating circumstances resulting in work place mishaps.



GEORGE BONCORAGLIO — "This region's going to be involved in politics of New York City."

First of several political action workshops planned

Region II PALS get prepped

NEW YORK CITY — CSEA Political Action Liaisons (PALS) from throughout the Metropolitan area are taking on assignments to specific state legislators and congressmen as part of a reorganization of the union's political organizing program in Region II. The PALS are also receiving special training on how to mobilize the union's membership for optimum effectiveness in the political action arena.

"We are reorganizing and are going to be involved in the politics of New York City. Our endorsement will mean something to candidates, and they will hear from us when they are in office because we are looking for input," says CSEA Region II President George Boncoraglio.

Recently, some 60 activists from the region's 22 locals participated in a day-long workshop, outlining strategies for individual and collective outreach. CSEA statewide Political Action Director Thomas Haley says the New York program was the first of several sessions planned throughout the six

regions.

However, while the other regional workshops will focus on the specifics of CSEA's legislative agenda, the New York program concentrated on improving coordination of political efforts. Because of the huge Region II population, political contact is required with some 100 lawmakers, making efficient interaction essential.

Each of the Political Action Liaisons will encourage member interest and involvement through letter-writing campaigns, phone banks, visits to legislators, and increased awareness of crucial issues affecting membership. According to regional political action chairman Jim Heekin, it is the individual involvement that makes the difference in effectiveness. He stresses that members' help is needed and wanted in the region's political reorganization. A series of local workshops is being scheduled to follow-up on the central effort and strengthen the commitment to full participation throughout the region.

ID program for kids slated at Broome DC

BINGHAMTON — CSEA and two other unions have scheduled special identification programs for children of employees at the Broome Developmental Center on Glenwood Road here in early February.

Children of employees at the facility may be photographed and fingerprinted to provide possible future references for law enforcement and other agencies who become involved in cases of lost or abducted children.

Special identification programs for those wishing to participate are scheduled from 10 a.m. to 2 p.m. in the main lobby of Broome Developmental Center Feb. 2 and Feb. 9.

"There has been a growing awareness in the Broome County community, and nationwide, of the number of children separated from their families for various reasons. As responsible state employees, we decided to take a preventative step by compiling information that might assist in finding a missing child at some future time," said Suzanne Smacher, chairwoman of the Human Relations Committee at the facility and an officer of CSEA Local 449 there.

The program is a joint venture by CSEA Local 449, AFSCME Council 82, and the Public Employee Federation local.

Photographs and fingerprints of the children will be turned over to local agencies for possible future reference.

State employees interested in the program should call Suzanne Smacher at the Broome Developmental Center (607) 770-0472 to make an appointment or obtain additional information on the project.

Region IV info day

For your information, they're going to prison

COMSTOCK — CSEA's going to prison — but not for any crime.

In order to serve the informational needs of its Great Meadow Correctional Facility Local members, several CSEA Capital Region staff members, employee benefit representatives and various service providers will be locked inside of the correctional facility for the first CSEA Information Day program ever held inside of a maximum security prison.

The Information Day program is scheduled for February 13 from 11 a.m. to 3:30 p.m.

"It's very difficult for public employees who work in correctional facilities or any other 24-hour operation to really be aware of all of the benefits their union can provide them," said C. Allen Mead, Region IV president.

"I believe CSEA would rather be found guilty of trying to educate our members about their union and the benefits available to them than of staying out of prison," Mead quipped.

Among the invited participants are: CSEA Education and Training, field services, communications, OSHA, Employee Benefit Fund, Personal Legal Plan, LEAP, QWEP, PAC AND CSEA/P, Other invited participants are: EAP, JVRdine, Blue Cross, Blue Shield, GHI, Employees Retirement System Workers' Compensation, Dime Savings Bank and CHP.

"Because of the screening process and security inside of the facility the participants will not be bringing elaborate displays but they will have plenty of current information," Mead said.

Fight Workers' Comp hours change

(Continued from page 1)

be affected."

Of particular concern to the unions, beyond the unilateral decision process instigated by Steingut, are a host of impact questions which have not been addressed. The night proceedings present new travel and personal complications to all concerned, including employees, clients, attorneys, judges and doctors. Also, the unions claim, the non-traditional workday plan ignores the needs of employees with children and the professional scheduling conflicts of doctors and lawyers, and would force many people to travel New York City's mass transit system alone at night.

Further complicating the situation is an impending relocation of the Workers' Compensation Board from the World Trade Center to Brooklyn. CSEA and other groups have thusfar unsuccessfully proposed delaying night sessions at least until after the disruption of the relocation. Steingut

has also rejected proposals to delay implementation until the program can be more thoroughly examined; for more flexible morning hearing hours; and recommendations that the program be in-

stituted only as a short-term experiment.

Union officials say that while legal proceedings continue, other options are being prepared, including stepped-up political activity, to deal with the situation.



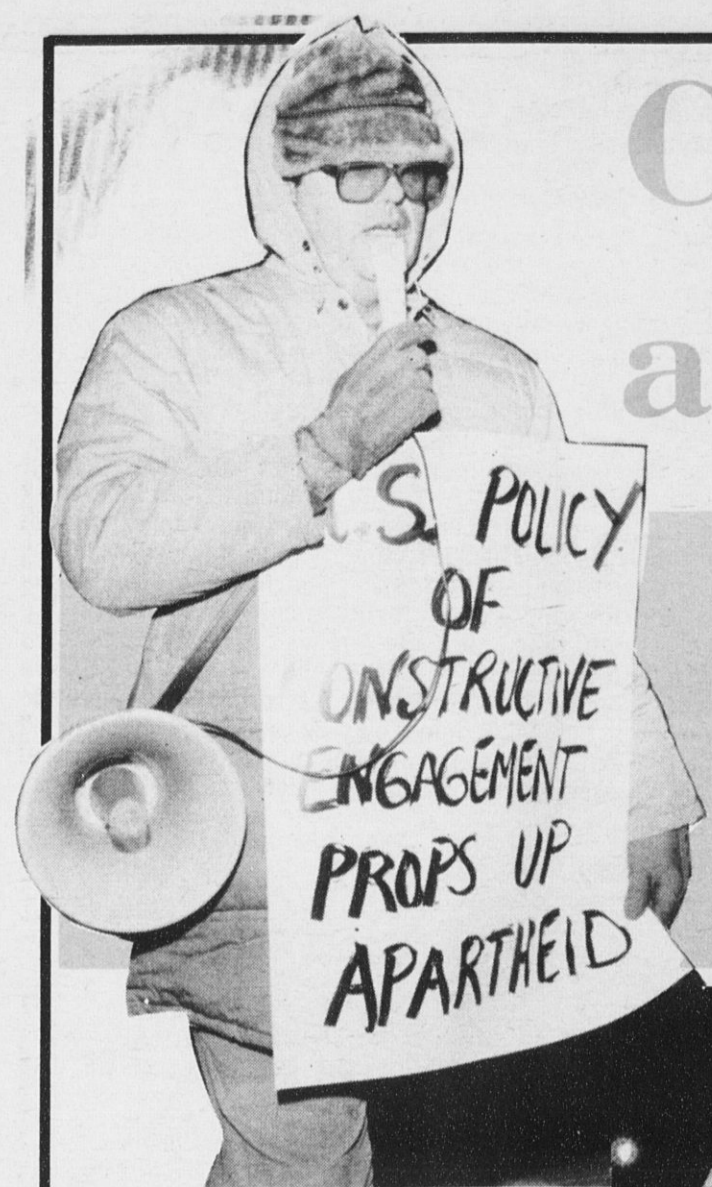
Salisbury elected to statewide Board

ALBANY — Judy Salisbury has been elected a member of CSEA's statewide Board of Directors, representing members of CSEA Environmental Conservation locals.

Salisbury finished first in a three-way race in a special election to fill a vacancy on the union's Board.

Finishing second was Mary Ellen Markiewicz and third was Mary Luciano.

CSEA joins growing protest against racism in South Africa



Activists picket at Albany rally

ALBANY—CSEA members and officers added their support to a protest against policies on South Africa staged at the Leo W. O'Brien Federal Building here recently. More than 200 people picketed at the rally, which ended with the arrest of 10 area civic, religious and union leaders, who were charged with disorderly conduct after they refused to leave the building at its closing time.

At a press conference several days earlier, organized by the National Association for the Advancement of Colored People and the Albany-based Coalition Against Apartheid, CSEA statewide Secretary Irene Carr voiced CSEA's opposition to South Africa's apartheid system, which unfairly discriminates against the black majority, and which has tried to break the independent black unions (see story in box, right).

"In solidarity with our South African brothers and sisters, CSEA expresses outrage at the arrest and detention of trade unionists by the government of South Africa," Carr said.

C. Allen Mead, president of CSEA's Capital Region IV, said CSEA's involvement against apartheid began in 1981 during a controversial rugby game involving the South

African Springboks and the Schenectady-based all-star Eastern Rugby Union team. The game was scheduled at Blecker Stadium in Albany with the approval of the late Albany Mayor Erastus Corning.

"CSEA, AFSCME, the NAACP and the then newly-formed Coalition Against Apartheid led hundreds of demonstrators in a rally against the game in a cold rainstorm," recalled Mead.

At the recent rally, protesters gathered in sub-zero temperatures, chanting slogans against the Reagan administration's policy of "constructive engagement" with South Africa's rulers.

Among the 10 who were arrested were John Funicello of the AFSCME International Area Office and Albany Central Labor Council, and Lawrence S. Wittner, vice president of the United University Professions.

The 10 were brought before Albany City Court Judge Thomas Keegan and released later that evening. They face a possible penalty of 15 days in jail and a possible fine of \$250 each.

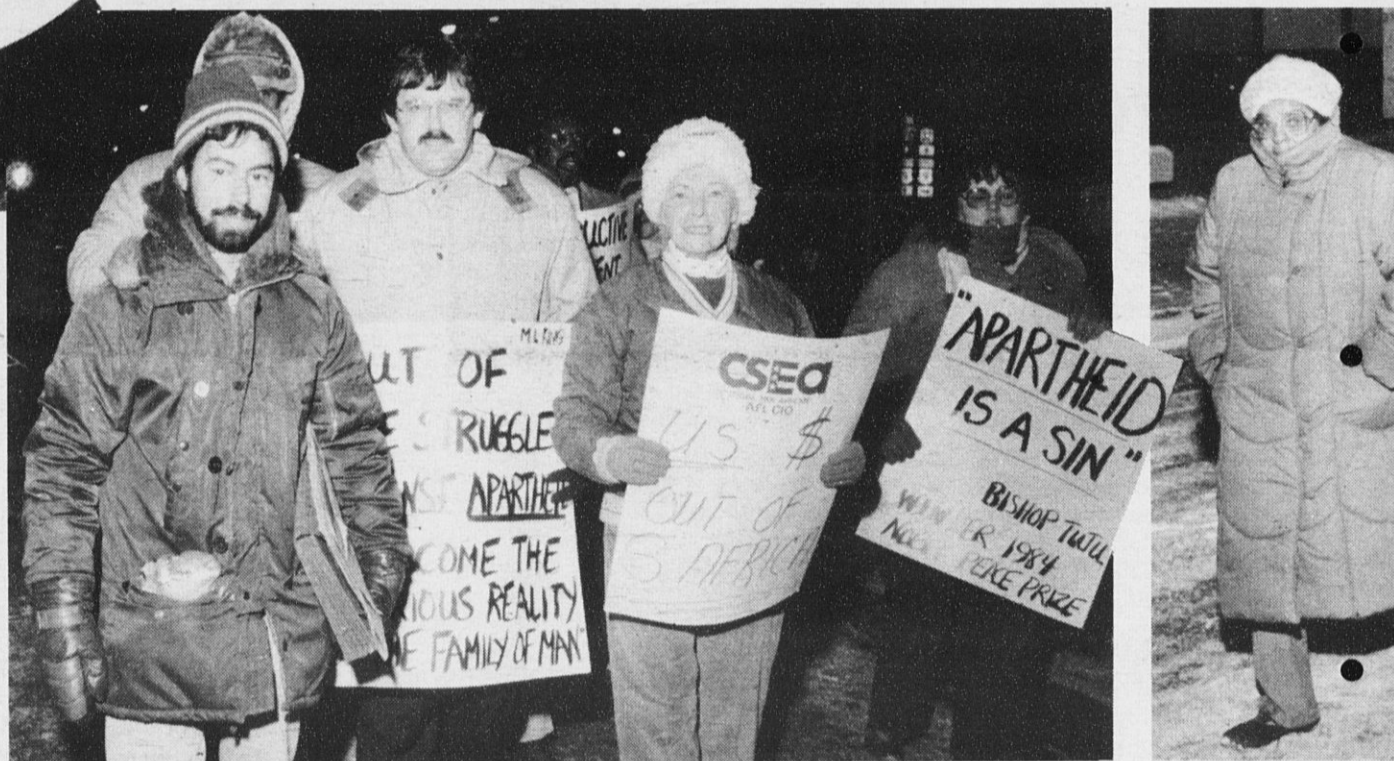


ANTI-APARTHEID — Protesters included CSEA activists, from left, Warren Moloney of SUNY, Sue Waltz of the Department of Motor Vehicles, and Barbara Charles of the Labor Department.

ABOVE: CSEA Communications Associate Daniel X. Campbell, bullhorn in hand, chanted against apartheid policies at the Albany demonstration.

RIGHT: On the picket line were, from left, Albany County Social Services Department Unit President Steve Radler, CSEA Region IV President C. Allen Mead and CSEA statewide Secretary Irene Carr.

BELOW: Gary Parlic, left, of O.D. Heck Developmental Center in Schenectady, and Joel Schwartz, Region II mental hygiene board rep, joined the line.



BRAVING sub-freezing weather, picketers gathered in front of the O'Brien Federal Building.

Black unions offer hope

The black labor movement is both a bastion of hope for the 24 million blacks of South Africa and a deadly threat to the apartheid system which rules them.

For years the South African government had tried to smash the independent black unions. In the 1960's the 35,000-strong South African Congress of Trade Unions was driven into exile. Virtually all of its organizers were jailed without trial. Five activists were murdered.

In the 1970's black unions revived—recruiting 150,000 black workers. Responding to the growing organizing—and militancy—of the black unions, the government instituted so-called labor reforms legalizing private sector unions, and attempting to co-opt them. It hasn't worked.

Despite the constant threat—and reality—of repression, and the 25 percent unemployment rate among blacks, the labor movement has continued to grow. Some estimates put black trade union membership as high as 400,000. Two major confederations, the Federation of South African Trade Unions and the Council of Unions of South Africa, and unaffiliated unions like the South African Allied Workers Union have become major institutions.

Increased organizing has been matched by sharp increase in strikes—all organized in incredibly difficult conditions. Only a few strikes have been legal—picketing during any strike is illegal under the Internal Security Act. Further, employers have the right to dismiss any striker.

Despite this, there were 106 recorded strikes and work stoppages in 1978; by 1982, there were 394 (involving 141,000 black workers); and 1984 was turning out to be a record year.

The awesome difficulties black unions face is dramatized by the historic 1980 strike of 10,000 Johannesburg municipal workers. Having no

right to strike—or even to organize—they courageously struck for recognition of their union and for a wage increase from around \$43 to \$75 per week.

The government broke the strike. Leaders were jailed and all who refused to return to work were fired. Since the black workers are classified as "migrants," losing their jobs meant they had no right to stay in Johannesburg. Some 1,200 were herded into a compound, where they were kept overnight 60 to a room. In the morning the police used clubs and rifle butts to force the workers onto buses sending them back to the rural "homelands."

Often, it is more selective—and severe. Hundreds of union leaders and organizers have been detained, tortured, and sometimes killed. One celebrated case was of Neil Aggett, a white organizer for the predominantly black African Food and Canning Workers Union. After 70 days of detention and torture, he reportedly took his own life in February 1982. He was the 53rd South African to die in detention since 1963.

The deaths and the repression continue, but the black South African unions keep on organizing and struggling—often winning victories even against international corporate giants like Ford and General Motors. Often strikes are broken, and mass firings are not uncommon—like at the giant state-owned synthetic oil facility where 6,500 workers were fired after the recent successful general strike. These workers were the only ones fired after the massive work stoppage. This has led to speculation that oil poor South Africa, fearing a boycott by oil producing states, sees the synthetic fuel facility as strategically important.

Apartheid can break strikes. The system can break unions. But it clearly cannot break the yearning for freedom and dignity on the part of 24 million people who know that someday they are going to win.

The facts of life under apartheid

Five of every six South Africans are black. But this majority lives under a staggering system of repression, inhumanity, and exploitation.

- South African blacks have no say in the government that rules them. They are not allowed to vote or hold office, nor are they citizens.

- Much of the black population—84 percent of the country—is forced to live on 13 percent of the land. Between 1960 and 1982 the regime forcibly uprooted and relocated over 3.5 million people into rural homelands, or bantustans. It is virtually impossible to eke out a living in these barren regions.

- All blacks must carry a passbook stating where they live, where they work, who they are married to, and especially whether they have permission

to stay in the 87 percent of the country legally reserved for whites. If you don't show your passbook to a policeman on demand—or if any detail is wrong in it—you can be arrested. In 1983 that happened to some 200,000 people.

- Black South Africans who are allowed to work and live outside of the homelands earn on the average less than a third of what white workers do. Over 60 percent of black urban families earn less than the government says is necessary to survive. The situation is even worse in the rural areas.

- Racist laws prevent husbands and wives from living together in "white" cities. Black women who can find work as maids feed white children while their own go hungry in the bantustans.

- One of every five rural black

babies dies before its first birthday—many die from lack of food—while South African exports \$2 billion worth of food a year.

- Less than half of black adults can read and write. Whites get free schooling; blacks don't. The state spends 11 times more on a white child's education than on a black child's. Only about 7 percent of black children finish high school.

- Jailings without charges or trials, as well as torture and murder, are common practices. Well over 1,000 opponents of apartheid were detained last year alone. This does not include mass roundups in black townships on the fringes of cities. One peculiarly South African form of repression is banning—which makes it illegal for the

banned person to hold a job, meet with more than one person at a time, be mentioned in the press, or leave home evenings, holidays, or weekends. Such repression faces opponents of apartheid—be they black or white.

- U.S. corporations like IBM and Control Data supply the highly sophisticated computer systems essential to the system of control and repression. U.S. corporations and banks provide billions in capital that helps prop up apartheid. At the same time, many of these corporations—which have engaged in layoffs, plant closings, and union busting here at home—exploit black labor in South Africa. In that country it is a serious crime—with possible death sentence—to call for the withdrawal of foreign investment.



Change at Tax and Finance Local



RETIREMENT CAUSES RESHUFFLING — After completing 20 years of state employment and union service, Helen Butrym, longtime secretary of CSEA Tax and Finance Local 690, retired recently. At left, Butrym receives a gesture of appreciation at her retirement from CSEA statewide President

William L. McGowan. At right, CSEA Executive Vice President Joseph E. McDermott swears in Bruce Larsen, Mary Jarosewicz and William Burdick as third vice president, secretary and second vice president, respectively, of the local.

Uniforms an accessory of new Cohoes pact

COHOES—Cohoes and clothes seem to go together naturally. Back in the 19th century, the place was known as the "Spindle City." Lately, the city has been home for the famous fashion firm that uses its name.

And now the city's 21 clerical employees—20 of whom are women—may be sitting prettier as the result of a uniform allowance program which is part of a two-year pact negotiated for them by CSEA.

According to CSEA Clerical Unit President Nicki Moryl, the idea for a simple type of uniform for clerical workers in the police department came up last year as a suggestion of a few workers there.

"The idea picked up the support of some of the workers, and management and the unions are going to talk about specifics sometime before July," said

Moryl. "The clerical workers are serious about some type of simple, but fashionable uniform ensemble—blouse, slacks, skirt and so on—which could be mixed and matched to create a variety of different outfits."

Among other gains in the recently negotiated pact were a maximum pay increase of 6 percent this year and 6 percent again next year based on a cost-of-living trigger formula negotiated by CSEA Field Representative John Cummings.

The contract also included upgraded medical insurance coverage, the observance of Martin Luther King Day as a paid holiday, the right to accumulate sick leave in excess of 150 days and payment of 45 sick days upon retirement.

New exam prep booklets available for caseworkers, social welfare examiners

ALBANY — CSEA is now making available two new exam preparation booklets to workers in the political subdivisions. The new booklets, one for caseworkers and the other for social welfare examiners, add to two already existing instructional series on secretarial and custodial skills.

The new "Social Welfare Examiner Series" contains review work in the areas of supervision and administration, interviewing, and understanding social and human relations problems.

Principles and practices of social casework, interviewing and supervision are included as part of the preparation in the "Caseworker Promotional Exam Series."

Still available through the CSEA Education and Training Department are the "Secretarial and Typing Series" and the "Custodial Series."

The former booklet is for secretaries in the counties and municipalities and for non-teaching school district personnel. Designed for employees holding typist, steno, and secretarial titles, it contains review work in areas of supervision, secretarial and typing practices, spelling, punctuation, and capitalization and usage.

The series for custodians contains review work in supervision, cleaning, building operations and maintenance as well as in ability to read and follow written instructions.

Each booklet is available for the price of \$1.50 from the union's Education and Training Department. Use adjacent coupon for ordering.

ORDER FORM

ATTN: CSEA Education Department
33 Elk Street
Albany, N.Y. 12207

Please send me the booklet(s) indicated. I understand the price is \$1.50 (includes postage) for EACH booklet ordered.

Secretarial and Typing Series Social Welfare Examiner Series
 Custodial Series Caseworker Promotional Exam Series

I have enclosed a check or money order in the amount of \$ _____ to cover the cost of this order.

Please send booklet(s) to:

Name _____

Address _____

City _____ State/Zip _____

Social Security Number _____ CSEA Local _____

EMPLOYER _____

PLEASE NOTE: Non-CSEA members can obtain the exam prep booklets directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, New York 12207.

Millbrook school member makes impression around the world with stamp collection



STAMP OF DISTINCTION — Eugene Klein, president of the Millbrook School District Unit, finds philately a rewarding hobby.

MILLBROOK—A CSEA member with a penchant for stamp collecting finds that his hobby is not only educational, but has made him friends all over the world.

Eugene Klein, president of the Millbrook School District Unit of Dutchess County Local 814, began collecting Asian stamps and coins about 25 years ago. He chose Asia because he was interested in its rich history and culture. Klein noted that it is more difficult for Chinese collectors to obtain stamps from their own country than it is for others. It seems that years ago, the Red Chinese government confiscated stamp collections, saying they were a "Capitalistic hobby."

In 1978, Klein began to publish a quarterly newsletter called "The China Trader." The publication includes price lists, a letter from the editor and subscriber letters, and is sent to about 250 subscribers. They come from all walks of life and from such locations as Germany, England, China and Canada. Although he has not met his readers, Klein says he corresponds with many of them.

Asked if he has any advice for novice collectors, Klein says hobbyists should concentrate on one country (or one topic such as art, railroads, sports, dance), collect "mint" (unused) stamps—"if you expect to get a dollar return"—and keep the stamps in an album.

Best sources for stamps include the U.S Postal Service, auction houses, mail auctions, stamp newspapers, other collectors and stamp departments in such retail outlets as Macy's and Gimbel's in New York. Stamp shows are also a good source and a number of them are held in New York City each year.

A CSEA member for 10 years, Klein has been president of his unit for eight years and has participated in negotiations for his unit during contract talks. The activist comments that he plans to retire in two-and-a-half years or as soon as he has 1,000 newsletter subscribers—whichever comes first.

Suspension dropped for Sidney Hospital employee

SIDNEY—The new year started on the right note for Jeanie Jones, a clerk/telephone operator at Sidney Hospital, when she was notified of an arbitrator's decision to reduce her three-day disciplinary suspension without pay to a written reprimand.

According to Richard Burden, president of the Hospital Unit of Delaware County Local 813, Jones was charged by the hospital with a minor breach of patient confidentiality March 6, 1984, during a conversation with another employee in the hospital coffee shop.

Following the three-day suspension, Jones filed a grievance which

proceeded through the two-step procedure and on to a request for arbitration through CSEA legal assistance. The assistance was granted and Jones was represented at the arbitration by Regional Attorney John Rittinger.

In his argument Rittinger brought out that the incident was the grievant's first offense under the hospital's confidentiality policy, and merited no more than a written reprimand as specified in the policy.

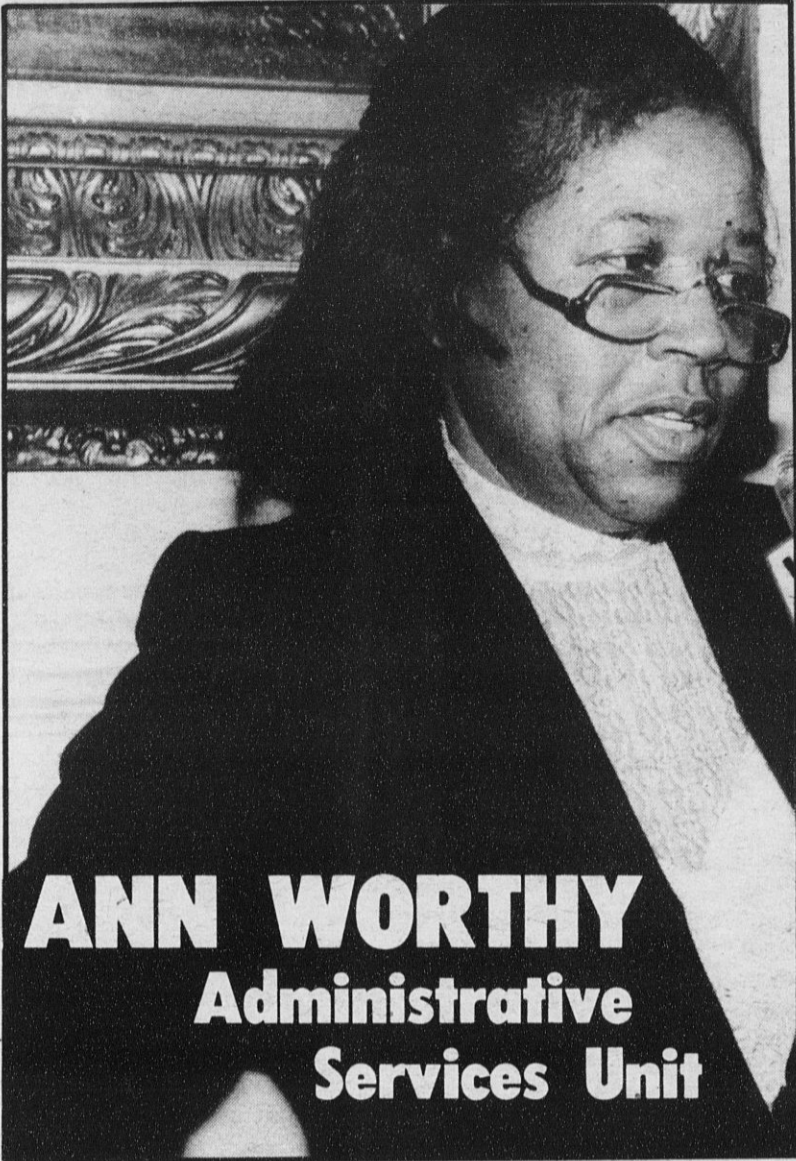
On Jan. 2 the arbitrator directed the hospital to reimburse Jones for the loss of three days pay and convert the suspension to a written reprimand.

Martin Luther King services held at Westchester DC

CSEA RETIREE Bluford Jackson, at right in adjacent photo, told guests at a Martin Luther King commemorative service held at Westchester Developmental Center in Wingdale recently to remember the courage and fortitude of Dr. King in his struggle for human rights. An aide to U.S. Congressman Hamilton Fish, Jr., Jackson also serves on the Dutchess County Human Relations Committee and on the Village of Pawling Zoning Board. Pictured with Jackson are, from left, Richard Colson, who serves on the facility's Human Relations Committee; Dr. Ella Curry, director of the center; Andrew Farley, who also serves on the committee; Westchester DC Local 432 President Gary Eldridge; and Region III President Pat Mascioli.



KNOW YOUR NEGOTIATORS



ANN WORTHY
Administrative
Services Unit

A periodic profile of some of the members of your union's negotiating teams in the upcoming CSEA/State contract negotiations

'I don't give up easily,' union activist says of her goals to help others

"Dead end" clerical jobs, says Ann Worthy, must be remedied.

"We should have a better career ladder, and have a chance to advance without taking exams," she insists. "Historically, state clerical workers are the lowest paid and haven't had an upgrading since 1966."

Worthy, a stenographer at Brooklyn Developmental Center for 10 years, is representing her fellow state clerical workers as a member of CSEA's Administrative Services Unit negotiating team. She has been a CSEA activist since 1977 and presently serves as secretary of Local 447 at Brooklyn Developmental Center and as secretary of CSEA's Metropolitan Region II.

"I became active out of a desire to help people and because I was interested in protecting workers' rights," Worthy says. As a result, she has served her fellow members as a grievance committee member and has been active in the Employee Assistance Program (EAP) in her local.

Her interest in career advancement for clerical workers led to her involvement in the Clerical/Secretarial Employee Advancement Program (CSEAP) and to her role in pushing for more educational programs for rank-and-file members.

She says she is facing her first-time participation as a member of the ASU negotiating team with determination. And with a pledge—"I don't give up easily."

ADMINISTRATIVE SERVICES UNIT Negotiating Team

Region I — Elizabeth Holt and Barbara Reynolds
Region II — Elliot Bernstein and Ann Worthy
Region III — Carole Peets and Sarah Jackson
Region IV — Lee Johnson and Dann Wood
Region V — Chris Carletta and Claire McGrath
Region VI — Sara Sievert and Dawn Lyman
Collective Bargaining Specialist Jack Conoby

CSEA'S NEGOTIATING TEAMS

OPERATIONAL SERVICES UNIT Negotiating Team

Region I — Arthur Loving and Lou Mannellino
Region II — Benjamin Hayes and James Wilson
Region III — Jack Cassidy and Richard Riley
Region IV — Milo Barlow and Leroy Holmes
Region V — Tom Ward and Chuck Eynon
Region VI — John Wallenbeck and Thomas Petrone
Collective Bargaining Specialist John Naughter

INSTITUTIONAL SERVICES UNIT Negotiating Team

Region I — Joseph Noya and Anthony Ruggiero
Region II — Joel Schwartz and Miguel Cruz
Region III — Jeff Howarth and Beatrice White
Region IV — Joel Falkenbury and Dominick Ruggieri
Region V — Madeline Harrison and Ruby Meyers
Region VI — Elaine Mootry and Kathy Pontillo-Button
Collective Bargaining Specialist Jim Cooney

CSEA units are one-sixth of state workers nationwide in contract talks

ALBANY—The more than 100,000 state employees affected by current contract negotiations between CSEA and the state of New York represent about one-sixth of state employees nationwide whose contracts expire during 1985.

CSEA/state contracts covering employees in the Operational, Administrative and Institutional bargaining units expire effective March 31, 1985. Negotiations between the CSEA and the state have been in progress since late December.

Those three major contracts are among 96 expiring agreements nationwide covering about 596,000 state workers.

In addition, CSEA is also involved in a large number of major local government contracts due to expire this

year. Nationwide there are 196 major local government agreements affecting 544,000 local government workers expiring in 1985.

Overall, the 1.1 million state and local government employees covered by contracts expiring this year represent 55 percent of the approximately 2 million workers under major state and local government contracts.

According to the federal Bureau of Labor Statistics, 1985 is considered a heavy bargaining year for state and local government employees, but a relatively light year for private industry. The private sector has 537 contracts covering 2.4 million workers up for negotiations this year, representing only about one-third of the 7.4 million private sector workers under major agreements.



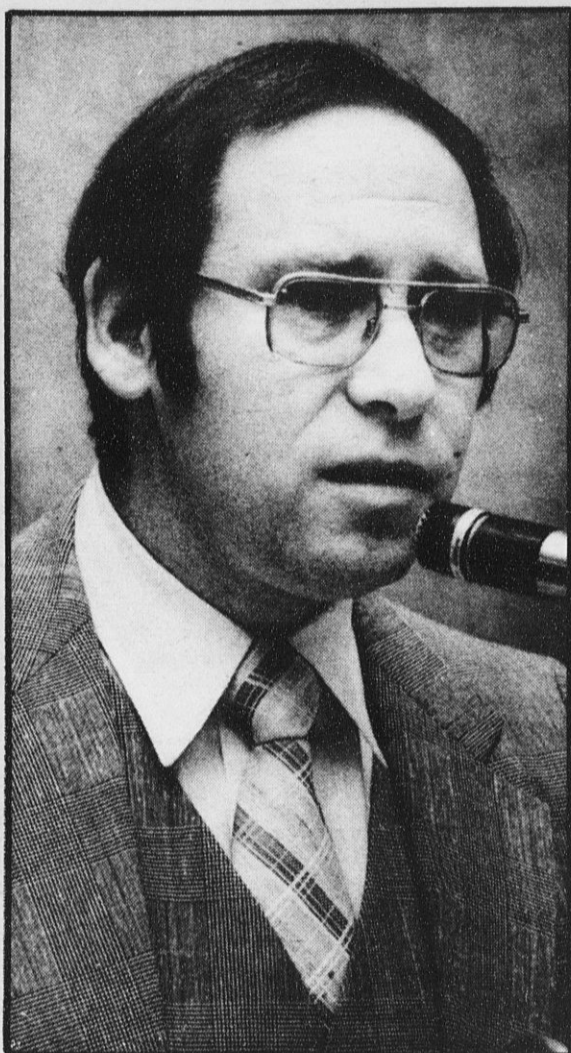
We're your union!

CSEA consultant tells union activists to gear up for long, difficult effort to overturn controversial report on MH

By Daniel X. Campbell

CSEA Communications Associate

ALBANY—"We must dispel the myths concerning mental health care services in New York state before the Select Commission on the Future of State-Local Health Systems uses these inaccura-



MARTY LANGER

cies to destroy the system and our state and county jobs," Marty Langer told CSEA Capital Region mental health leaders here recently. Langer recently was named a CSEA consultant on mental health issues.

Langer said the commission's report is ill-conceived and poses a threat against the present mental health care delivery system and the union membership. Langer has a quarter of a century of service in the health care field as an employee at Rockland Psychiatric Center, and for years was a CSEA local officer and activist.

His meeting with Capital Region leaders was one of a series of such gatherings with CSEA groups across the state. He is telling the unionists to gear up for a long and difficult grassroots campaign against the controversial report.

Langer is stressing five major points:

(1) That capitation funding formulas — the mechanism the commission created to fund the revolutionary restructuring of the mental health care system—will prove to be inadequate from a clinical point of view. "Capitation translates into an entitlement program similar to Medicaid which bears heavy burdens for local government entities, no matter how large their individual tax bases," Langer said.

(2) That the phasing down or closing of state facilities will ultimately deprive care and treatment of the mentally ill, and will cause massive reductions in the state mental health institutions work force. "By constitution, the state is required to provide these mental health services. This report is an attempt by the state to shirk its duties and

transfer the heavy burden to county, city, town and village taxpayers," he stated.

(3) That the closing of large psychiatric centers will immediately deprive quality care and treatment from those groups that need those services the most—the poor and the minorities.

(4) That county employees in mental health care positions will face a similar reduction in force since local management entities — a new layer of bureaucracy created by the report— "will be shopping for service delivery at the lowest possible cost without true regard to the quality of care being provided."

(5) Finally, that the creation of local government management entities will not only create another layer of bureaucracy but will, over a five-year period, cost an additional \$400 to \$800 million without one of those dollars being spent on direct patient care," Langer said.

Langer was addressing union representatives from the state Mental Health Central Office, Wilton Developmental Center, and the Capital District Psychiatric Center, all of whom will be working with CSEA county local presidents and union staff personnel in making presentations against the Select Commission's report before local government representatives.

"We cannot let the state use this report to walk away from its constitutional responsibility for mental health care and foist it and all of its problems onto the counties," Langer stated. "That would be a return to the snake pits and a step backward for our society and the family of New York."

"We cannot let the state use this report to walk away from its constitutional responsibility for mental health care and foist it and all of its problems onto the counties."

Western Regional Director for many years

Lee Frank is appointed union's first director of organizing

ALBANY—Lee Frank, CSEA's new director of organizing, knows New York state well. He has worked in all parts of it—New York City, Long Island and upstate. He also knows CSEA well, having served in every field staff position—field representative, collective bargaining specialist, statewide organizer and, until recently, regional director of CSEA's Western Region VI.

His appointment as the union's first organizing director caps a 24-year career in the union movement. He spent six years as a United Steelworkers of America organizer prior to joining CSEA in 1969.

Frank remembers those first years, just after the Taylor Law gave public employees the right to collective bargaining, as "an exciting time.

"Most of what we now have was organized then" he recalls.

The highly decorated Vietnam War veteran and

holder of two college degrees bluntly describes his organizing philosophy as "the three R's.

"Retaining internally what we already have.

"Recruiting externally into new areas.

"Rewarding members and committees that help us retain and recruit."

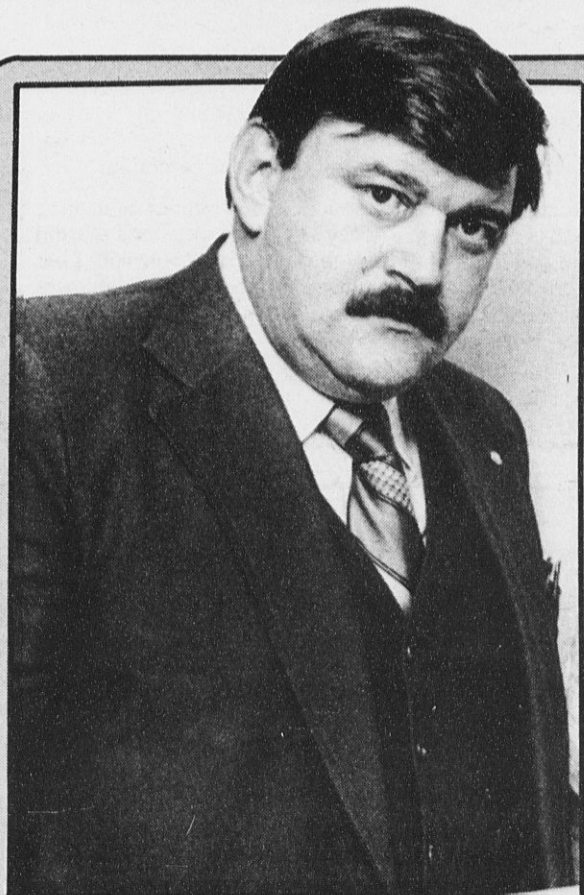
His immediate goal is to build up membership in existing bargaining units "by standardizing internal programs.

"People tend to forget why unions exist" and Frank describes the reason in one word: security.

"Everything we accomplish stems from it."

Frank will direct a staff of six organizers and has already met with them to make future plans.

He sees his job and theirs as vital to CSEA's future "because nothing grows unless you feed it, and for our organization to grow you need members."



Protect your rights, join a CSEA retirees' local

ALBANY — Retired public employees can protect their futures for just \$9 — the cost of an annual membership in a CSEA retirees' local.

The union's legislative accomplishments for retirees have included pension increases, one measure which allows eligible state employees who retired before Sept. 1, 1980 to participate in the group dental plan administered by GHI, and another which permits them to earn up to \$6,960 in parttime public employment without reductions in pensions.

But these benefits could have not have been accomplished without the political clout of the 50,000 people who already belong to retirees' locals. And it is in the special interest of retirees who have not yet joined their ranks to do so.

Membership gives retired public employees a voice through lobbying efforts in state government. In addition there are a number of other benefits including a retirees' newsletter issued periodically, special mailings on selected issues, local meetings to share ideas and exchange information, social gatherings and access to a retirees' department staffed by professionals at CSEA Headquarters.

For additional information, contact the CSEA

Retiree Department by calling (518) 434-0191. To sign up, fill out the form below and send it with a

\$9 check to: CSEA, 33 Elk St., Albany, N.Y. 12207.

| | | | |
|--|---|------------------------------------|------------------------|
| NAME: | | □ □ □ □ □ □ □ □ | |
| Print LAST NAME above | FIRST Name | Initial | SOCIAL SECURITY NUMBER |
| MAILING ADDRESS: | | | |
| Street and Number | City | State | ZIP Code |
| IMPORTANT! Please Complete the Following Information: | | | |
| •DATE OF RETIREMENT: _____ | | •NUMBER OF YEARS of Service: _____ | |
| •LAST EMPLOYED BY: (Please check ONE. If other than State, give name of government you worked for.) | | | |
| <input type="checkbox"/> STATE OF NEW YORK | <input type="checkbox"/> TOWN: _____ | | |
| <input type="checkbox"/> COUNTY: _____ | <input type="checkbox"/> VILLAGE: _____ | | |
| <input type="checkbox"/> CITY: _____ | <input type="checkbox"/> SCHOOL DISTRICT: _____ | | |
| <input type="checkbox"/> RETIRED MEMBERSHIP DUES: \$9.00 for period ending Sept. 30, 1985 | | | |
| Signature of Applicant ► | | | |
| APPLICATION FOR RETIREE MEMBERSHIP | | | |
| THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC. Local 1000, AFSCME, AFL-CIO / 33 Elk Street, Albany, New York 12207 | | | |

In January 1985, 40 million people will receive this Social Security Benefit Statement along with IRS Notice 703. This explanation may answer questions you may have.

Money repaid in 1984.
Includes amounts withheld from your check or that you paid directly to SSA.

Your Social Security number. If wrong or blank, contact your Social Security office.

FORM SSA-1099 — SOCIAL SECURITY BENEFIT STATEMENT

- PART OF YOUR SOCIAL SECURITY BENEFITS AS SHOWN IN BOX 5 MAY BE TAXABLE INCOME FOR 1984.
- USE THE FIGURE FROM BOX 5 OF THIS STATEMENT AND THE ENCLOSED NOTICE 703 FROM IRS TO SEE IF ANY PART OF YOUR BENEFITS MAY BE TAXABLE ON YOUR FEDERAL INCOME TAX RETURN.
- ALSO, SEE GENERAL INFORMATION TO THE RIGHT (General information not reprinted here.)

Total benefits paid in 1984. It may not agree with the total amount of all checks received because of deductions or other adjustments listed below.

| | |
|--|---------------------------------------|
| Box 1. Name | Box 2. Social Security Number |
| Box 3. Benefits for 1984 | Box 4. Benefits Repaid to SSA in 1984 |
| \$ | \$ |
| Box 5. Net Benefits (Box 3 minus Box 4) for 1984 | |
| \$ | |

Enter this amount on line A of IRS Notice 703 to see if you have to pay any taxes on your benefits.

This is the amount you actually received.

DESCRIPTION OF AMOUNT IN BOX 3

Amounts paid by check or direct deposit

Add:

- Medicare premiums withheld
- Workers' compensation offset
- Fees paid to an attorney or other legal obligation.
- Amount withheld to recover an overpayment
- Amounts paid to another family member
- Amount withheld to recover SSI payments

Total Additions _____

DESCRIPTION OF AMOUNT IN BOX 4

- Amounts of any of your Social Security checks that were returned to SSA
- Add:
- Amounts withheld to recover an overpayment
- Amounts paid to SSA in cash, or by personal check or money order, etc., excluding Medicare premiums

Benefits Repaid to SSA in 1984 \$ _____

Explains how the amount in Box 4 was determined.

Deductions or other adjustments are listed here. These items are to be added to, or subtracted from, the amounts you actually received to arrive at the amount in Box 3. Only items that apply to you will be shown.

Subtract:

- Payments due before 1984
- Amounts for other family members paid to you
- Lump sum death payment
- Excess Medicare premiums

Total Subtractions _____

Benefits for 1984 \$ _____

Box 6. Address

Box 7. Claim Number
(Use this number if you need to contact SSA.)

Use this number when you contact a Social Security office about your benefits or Form 1099.

Look for the new label on clothing, fabrics

Consumers will find it easier to identify American-made clothing and fabrics as a result of a labor-backed law that took effect with the new year.

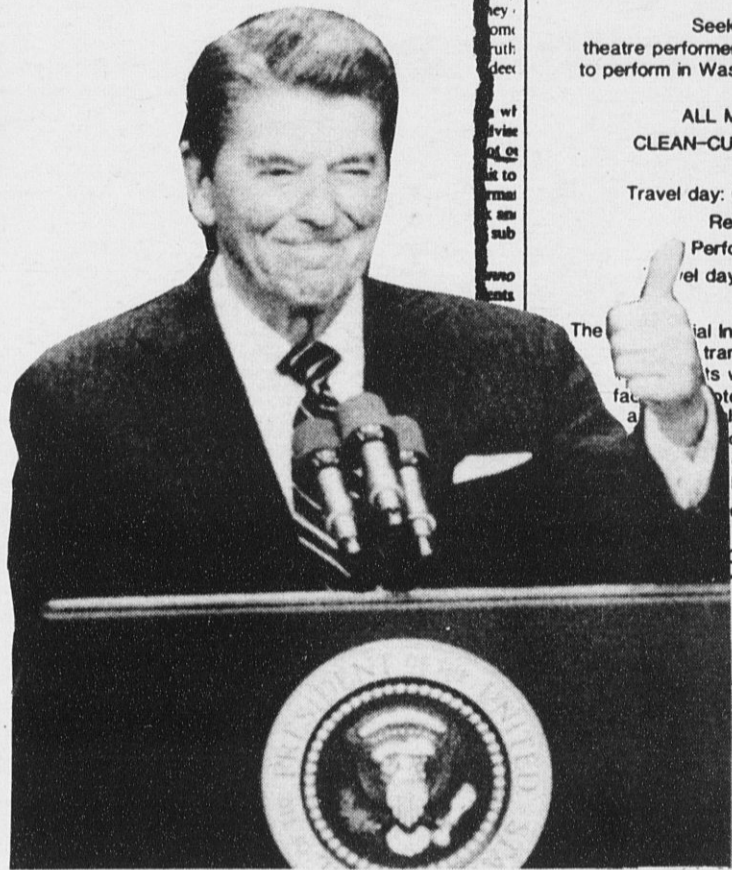
The legislation, enacted last September, strengthens country-of-origin labeling requirements. Foreign-made apparel and household textiles such as sheets and towels will have to be more conspicuously marked than the labeling law previously required.


Especially important, unions and domestic manufacturers agree, is a new requirement that a product made in the United States must clearly say so. The mandatory "Made in the U.S.A." label will further lessen the possibility of a

buyer mistaking a foreign-made article of clothing for a domestic product. Another new feature is a requirement that mail-order catalogues specify whether their products are imported or of U.S. manufacture.

Both the Ladies' Garment Workers and the Clothing and Textile Workers had testified for the legislation at congressional hearings.

It will be some months before the impact of the new law is fully realized, since the labeling requirement applies only to goods manufactured after the law took effect, and the Federal Trade Commission has not yet issued regulations to implement it.





OPEN NON-UNION AUDITIONS
for
THE INAUGURAL ENTERTAINMENT COMPANY

Saturday, January 5, 1985

Seeking NON-UNION musical theatre performers between the ages of 18 and 26, to perform in Washington, D.C. during Inaugural week.

ALL MUST BE ATTRACTIVE,
CLEAN-CUT ALL-AMERICAN TYPES.

Travel day: (to Washington, D.C.) Jan. 13
Rehearsal: Jan. 14-18
Performances: Jan. 18-21
Return day: (return to N.Y.C.) Jan. 22

The Inaugural Committee will provide free transportation to Washington, D.C. All performers will be housed in a government hotel, in the Washington, D.C. area. Meals and ground transportation for. As every possible expense during your stay in Washington, D.C., BE PAID FOR YOUR PARTICIPATION.

Saturday, January 5, 1985
10:00 AM - MALE DANCERS
1:00 PM - FEMALE DANCERS
1:00 PM - MALE SINGERS

Presidential inaugural non-union audition call sparks storm of protest

WASHINGTON — Bowing to a storm of protests, President Ronald Reagan's inaugural committee reversed its decision to hire 200 amateur performers for free during inauguration week and agreed to pay them triple the union minimum wage.

The controversy brewed when the inaugural committee ran an ad for "clean-cut, all-American types" to audition for singer and dancer roles for inauguration week events in Washington. But the ad also told would-be performers not to expect to be paid for their work, and above all, not to get caught with a union card.

The term "non-union" was emphasized in the audition call. Entertainment unions quickly called on President Reagan to overrule his committee. Actors' Equity, the Television & Radio Artists and the Screen Actors Guild, which Reagan once headed, all voiced outrage over the ad. AFL-CIO Secretary-Treasurer Thomas R. Donahue protested to the President on behalf of millions of other card-carrying union workers as well.

The unions said they weren't necessarily trying to deny anyone chosen from performing, but that anyone who was selected should be paid the prevailing wage.

Last week the Association of Actors and Artistes of America, an umbrella group of entertainment unions, signed a memorandum of agreement with the inaugural committee's producer which guarantees payment to the singers and dancers hired at a rate of \$375 for four days' work.

BLUEPRINT FOR REAGAN'S 2ND TERM:

Unions, wage standards targeted by influential right-wing group

WASHINGTON — An ultra-conservative organization called the Heritage Foundation, whose domestic and foreign policy prescriptions have been used as a guide by the Reagan administration, now has instructed the administration how to press a second-term assault on unions and wage standards.

Titled "Mandate for Leadership II — Continuing the Conservative Revolution" — the book of some 1,300 proposals by the influential right-wing think-tank includes the following:

- Repeal of the Davis-Bacon and Service Contract prevailing wage laws.
- Amending the Hobbs Act, which deals with extortion and racketeering, so as to subject union members accused of picket line misconduct or other strike-related misdemeanors to federal felony charges.
- Repealing all restrictions on home-based enterprises, which includes industrial "homework."
- Enactment of the proposed youth subminimum wage.
- Stepping up audits of union finances by the Labor Department.
- Enacting the Helms amendment to the Federal Election Campaign Act to prohibit the use of union dues for "political purposes."
- Making it illegal to consider "socially desirable factors," which might include housing construction and job creation, in making pension fund investments.
- Further changing regulations to make it easier to "contract out" federal services.
- Appointing a White House staff member with a technical understanding of labor issues "to coordinate labor policy and agency appointments."

These recommendations are included in a chapter on the Labor Department and the NLRB written by Steven M. Antosh, executive director of the extreme anti-union Center on National Labor Policy.

The Washington-based Heritage Foundation was started with the financial backing of beer millionaire Joseph Coors and other conservative Reagan supporters.

Heritage Foundation President Edwin J. Feulner, Jr. is a key adviser to presidential counselor Edwin Meese III. Feulner quoted Reagan in the book's foreword as saying in the early months of his first administration that the 1,093-page 1980 "Mandate for Leadership" had given him and his administration "special substantive help we'll never forget."

Meese, on the back cover of "Mandate II," wrote, "Knowing Ronald Reagan as I do, I know that he personally will use 'Mandate II,' and that it will be an important contribution to what happens in this country in the years ahead."

Feulner also wrote, "By the end of the president's first year in office, nearly two-thirds of 'Mandate's' more than 2,000 specific recommendations had been or were being transformed into policy."

But Feulner added that much still needs to be done and that "policies must be fashioned to ensure the continuation and permanence of the Reagan Revolution."

The book praised the record of Labor Secretary Raymond J. Donovan and NLRB Chairman Donald L. Dotson. Donovan is lauded for cutting Labor Department programs "more than any other cabinet department."

Donovan also is credited with changing the Occupational Safety and Health Administration from being "the bane of employers everywhere." For example, it said only 3 percent of OSHA citations are now contested by employers — down from 22 percent in 1980.

However, "Mandate II" faults the Reagan administration and Republicans in Congress for an alleged lack of conservative zeal in some areas. For example, Reagan is advised "to rid his staff of their inordinate fear of union leadership and move ahead forcefully with his program."

The administration also is accused of being "far too cautious" in trying to fill vacancies on the NLRB.

The 1981 Professional Air Traffic Controllers (PATCO) strike is cited as a reason for lining up private contractors in advance to quickly take the jobs of public employees who go on strike.

The book criticizes both the White House and Congress for "a serious lack of legislative accomplishment." It said, "It is hard to imagine that the AFL-CIO and the NEA could have opposed President Reagan any more vociferously than they did. . . . Yet there were virtually no votes on labor issues in either house of Congress around which the president's supporters could rally."

Naming Senator Lowell Weicker (R-Conn.) as a key obstructionist of administration initiatives, the book said "steps should be taken to secure more supportive Senate Labor Committee membership in the next Congress."

SOLIDARITY CENTER

INFORMATION OF INTEREST
TO UNION MEMBERS
AND FRIENDS OF LABOR

Calendar to aid Phelps Dodge strikers

TUCSON, Ariz. — Some 1,700 members of 13 unions locked in a bitter strike with Phelps Dodge Corp. in Arizona and Texas need support from union members nationwide to continue the struggle.

You can help by purchasing the 1985 calendar put together by the United Steelworkers of America (USWA), one of the unions involved in the struggle.

The 1985 Copper Strike Calendar features stark photos depicting the human side of the historic strike. Most of the photos were taken by Ron Chaff of the United Transportation Union, which is also involved in the dispute.

The calendars are \$3.50 each, including postage, and may be ordered from the Copper Strike Relief Fund, 606 South Plumer, Tucson, Ariz. 85719. (Use the coupon below to order.)

All proceeds from the non-profit project go directly to the striking workers.

Phelps Dodge is the nation's second largest copper producer. The striking unions have charged that the company deliberately provoked the strike in a union-busting attempt by demanding deeper concessions than those in copper industry pattern contracts, and by planning continued operations with strikebreakers.

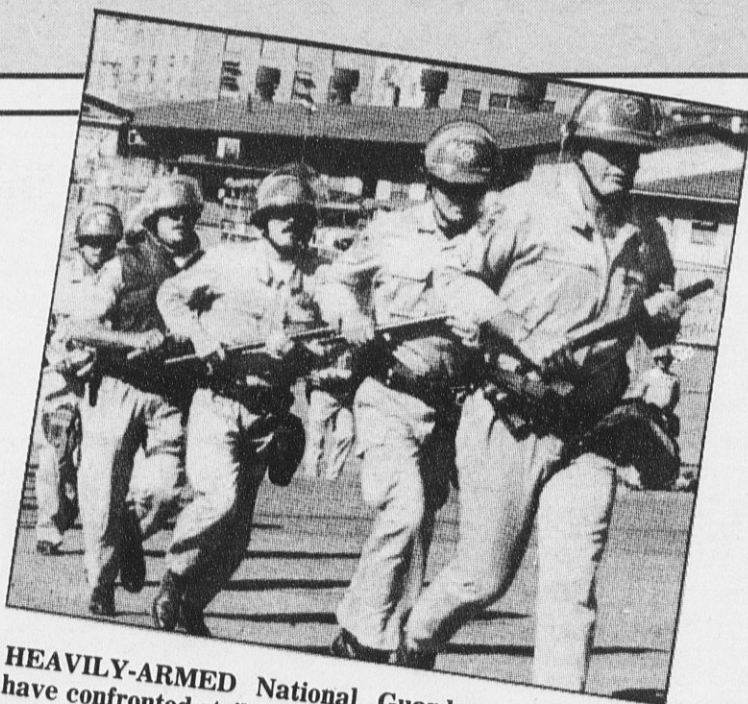
The strikers have suffered unprovoked police attacks, unilateral evictions from company housing and cancellation of health care during the 17-month strike.

At a New York rally and food drive sponsored by the Steelworkers and the AFL-CIO last month in support of the unionists, USWA President Lyn Williams called Phelps Dodge "the premier corporate outlaw in North America."

The USWA is the largest of the 13 unions that represent the copper workers who have been on strike in Phelps Dodge facilities in Morenci, Ajo, Douglas and Bisbee, Ariz.

Phelps Dodge has never settled a contract without a strike.

A multi-union Phelps Dodge Task Force is continuing to battle the company through a corporate campaign. Meanwhile, the weary strikers are suffering under the tolls of the long and bitter struggle.



HEAVILY-ARMED National Guardsmen and police have confronted strikers at an Arizona mine.

Yes, I'd like to aid the Phelps Dodge strikers. Please send me _____ calendar(s) at \$3.50 each (including postage). I enclose a check or money order for \$_____.

Name _____

Address _____

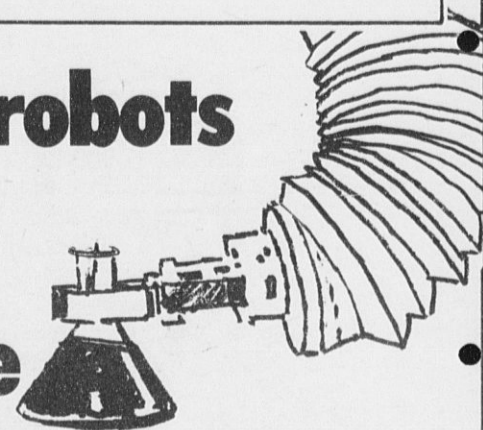
City and State _____ Zip _____

Mail coupon to: Copper Strike Relief Fund, 606 South Plumer, Tucson, Ariz. 85719.



Work and Health

How will robots in the workplace affect our jobs?



Before the end of this century—just 15 years away—the robot-run factory could be a fact of American industrial life.

That's not science fiction anymore. It's a forecast made in 1977 and 1978 by the Society of Manufacturing Engineers. Here are some highlights as reported in *The Annals of the American Academy of Political and Social Science* (November 1983):

By 1987, approximately 15 percent of total machine tool production will not have a "stand-alone" use, but will be part of a versatile manufacturing system, featuring automatic part-handling between stations and controlled from a central computer.

By 1990, the development of sensory techniques will enable robots to approximate human capability in assembly. Computer-aided design techniques will be used in the design of 50 percent of new assemblies.

By 1995, 50 percent of the direct labor in automobile final assembly will be replaced by programmable automation.

So much for what robots can do for us. But larger questions remain about what they will do to us—our communities and the individual workers who comprise them.

Little research has been done so far in this vital area of concern. Controversy still surrounds the questions of whether such "unmanned factories" of the future create or destroy jobs.

The best guesses are that they will do some of the first—make jobs for engineers and technicians—and a lot of the second—eliminate jobs for blue collar workers, minorities and probably women.

Louis A Ferman, a professor of social work and research director of the Institute of Labor and Industrial Relations at the University of Michigan in Ann Arbor, sees three possible consequences of far-reaching proportions:

- Unwanted workers will require community support in terms of income maintenance, resources for training and retraining, and programs to "heal the psychic wounds of displacement." The community will have to spend money and make an effort to meet needs that did not exist before the coming of the unmanned factory.

- The need to import highly skilled and trained personnel — which the hometown may not be able to provide in sufficient quality or numbers—will result in a community of strangers. This will pose problems of social integration.

- An adverse economic ripple effect may be felt by small, local supplier firms that were established to service the needs of the old smokestack industry. Their survival may be threatened if the new needs are met by supplier units that are within the factory or affiliated with the parent company.

The impact on the individual displaced worker may be no less devastating. Minority groups, especially blacks and Hispanics, will likely bear the brunt of the displacement. They are over-represented in the blue-collar, low-skilled jobs that either will be reduced or eliminated by the new technology.

Women also may feel the effects of a restricted job opportunity structure. The new high-level jobs in the unmanned factory in all likelihood will require a background in mathematics and science. As Professor Ferman points out, these subjects traditionally have not been central to the higher education curricula for women.

For the individual, being out of work from whatever cause—economic slowdown or technological speedup—can create psychological stress. That kind of stress can show up in a number of illnesses, both physical and mental.

The medical problems may range from high blood pressure and ulcers to insomnia and depression. The costs associated with these illnesses accrue to the individuals suffering from them, as well as to their families and the community at large.

These are just some of the major issues that are coming to a head at a rapid pace. They need to be met with wisdom, realism and—above all else—compassion for the human heart and soul of America

Do you know your medical rights?

Troublesome questions and some answers that may surprise you

By Phillip L. Polakoff, M.D.
Director, Western Institute for
Occupational/Environmental Sciences

How much do you know about your medical rights?

Do you have a right, for example, to see your medical records?

Do you have a right to be told the truth by your doctor if he or she finds you have a terminal illness?

As the spouse or relative of a terminally ill patient, do you have a right to that information?

Do you have a right to a medical procedure — let's say an organ transplant — if that's the only thing that will save your life?

Here are some answers to these troublesome questions. Some may surprise you.

Contrary to what many people think, your medical records belong either to your doctor or the hospital where they were compiled — not to you.

However, court decisions have held that you have the right to the information contained in such records. But gaining access to the records is often a hurdle.

While a few states have laws that give you the right to inspect your medical records upon request, or through your attorney, in most states you have no such legal right to inspect on demand.

Hospitals will make a copy of your record available to a doctor of your choice upon your written authorization. Unfortunately, in many situations the only way to see your records is to sue your physician or hospital. In every state, medical records can be subpoenaed as evidence.

About being informed of one's diagnosis, there is no explicit law or statute that guarantees a patient's right to such information.

However, many state courts have recognized that patients may need to know the truth if they are to make sound decisions about their treatment and their personal affairs. Medical societies also have codes of ethics urging that patients be told as much as they wish to know about their prognosis.

Far from being harmed by knowing the truth about their condition, many patients often show a deep sense of relief.

As for anyone else — even members of the immediate family — having a right to another's medical diagnosis, the rule of confidentiality holds strong. Unless the patient wants you to know, the doctor has an obligation not to reveal his findings to anyone.

Dramatic new surgical techniques, such as organ transplants, have raised interesting questions about "rights." Some people believe they have a right to a life-saving operation just as they would have a right to emergency treatment in a hospital.

This is not necessarily true.

Many hospitals require advance payment in cash for you to be considered for transplant surgery. Some of these procedures, such as heart-lung transplants, are considered experimental by both medical experts and insurance companies. Physicians can use their discretion in deciding whether to use these procedures.

The one exception to the no-pay-no-transplant is kidney transplantation. These are fully covered by the federal government's End-Stage Renal Disease Program administered by the Health Care Financing Administration.

Organ donors and potential donors have rights. No one can be forced to donate an organ, no matter how desperate the need, no matter how safe the procedure may be — not even members of one's own family.

You or any person 18 or older has a right, of course, to donate organs at death. Nearly all the organs used in transplantation are obtained from persons who have been declared brain-dead.

In most states, you can indicate your wish to become an organ donor when you renew your driver's license. You can also get information about organ donation from these two sources: The American Medical Association, Communications Div., 535 N. Dearborn St., Chicago, Ill. 60610; or the National Kidney Foundation, Two Park Ave., New York, N.Y. 10016.

Big benefits and pay gains in Pearl River pact

PEARL RIVER — A three-year contract that was settled at the first bargaining session provides for employees of the Pearl River Public Library a \$2,500 across-the-board pay increase in the first year plus 12 percent in annual increments.

The 12 employees, who are members of Rockland County Local 844, will receive 4 percent per year in increments in addition to the across-the-board in-

crease and disability insurance at no cost to the employee.

Region III Field Representative Chris Lindsay added that workers who provide four months notice prior to resignation or retirement will receive the cash value of half their accrued sick leave upon separation. In addition, Martin Luther King Day will be observed as a floating holiday to be taken in the month of January.

The new contract will go into effect in June.

Impasse declared in Nyack School District negotiations

NYACK — The Nyack School District CSEA negotiating team has declared an impasse following 11 months of frustrating negotiations.

According to Region III Field Representative Chris Lindsay, a number of outstanding issues have contributed to the standstill.

Lindsay added that school district officials have cancelled many scheduled

bargaining sessions. A mediator is expected to be assigned in the near future.

The 23 custodial and maintenance employees have been working without a contract since last June.

Nyack is located in Rockland County.

Sullivan County workers get negotiations tips

AN INFORMATIONAL MEETING was held recently for CSEA-represented employees of Sullivan County BOCES. Among those present were, standing from left, Sullivan County Local 853 First Vice President Walter Durkin, Sullivan County BOCES Unit President Marion Brewer, and unit members Mary Lee Adamson and Irma Rios. Seated are Beverly Muthig and Judy Goldsmith. Speakers included Region III Field Representative Steve Chanowsky, Organizer Richard Blair, Jardine Insurance Representative Alan Christianson and Communications Associate Anita Manley.



CUOMO'S TAX CUT PLAN

We're not opposed, but let's be sure it's fair

Governor Mario M. Cuomo

MESSAGE TO THE LEGISLATURE



Albany, New York
January 9, 1985

ALBANY—Tax cuts were the centerpiece of Governor Mario Cuomo's state of the state message to members of the state Legislature on Jan. 9. The traditional message outlines the governor's proposals for the new year and beyond. The governor spelled out his proposal for more than \$1 billion in tax cuts over the next three years.

Tax Reduction

One of government's most basic obligations is to manage the people's money wisely. Just as we agree that there are things it is essential for government to do, we have learned that we cannot spend regardless of the burden we impose on the private sector.

There is widespread agreement that a reduction in New York's income tax burden — the highest in the nation — will enhance the State's attractiveness as a place in which to live, to work and to do business.

I therefore propose that we undertake a new, three-year, \$1.2 billion program of income tax reduction — a program that will cut taxes for all New York taxpayers:

"CSEA will be watching the budget very closely to make sure the state has the money to provide a fair contract settlement and enough staff to do the job," said CSEA President William L. McGowan. "CSEA members are taxpayers too and could benefit from tax cuts, so the union is not opposed to the idea. But, we will watch the plan carefully to make sure it is a fair one and that the budget is not being balanced on the back of the state workforce."

One proposal in the state of the state message comes directly from CSEA's own legislative program. That is a call for making the agency shop fee deduction permanent. Currently, the agency shop law expires every two years and must be renewed by the governor and legislature.

In order that all who benefit from the collective bargaining process share equitably in its financing, I shall also support making the agency shop fee deduction in its present form permanent for all public employees in the State.

Gov. Cuomo said, "In order that all who benefit from the collective bargaining process share equitably in its financing, I shall also support making the agency shop fee deduction in its present form permanent for all public employees in the state."

"Agency shop is a simple matter of fairness," said President McGowan. "Everyone who benefits from the collective bargaining process should help pay for it. Now the challenge for both the governor and the union is to convince both houses of the legislature that agency shop should be made permanent."

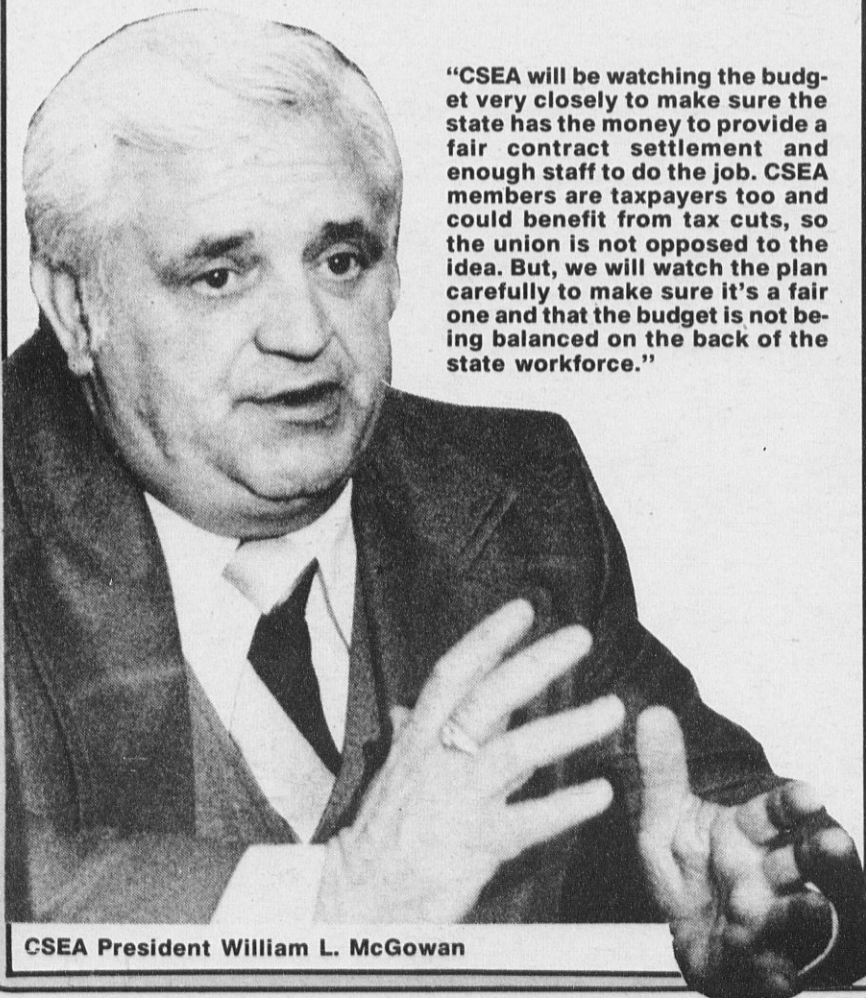
Also in the state of the state the governor outlined a plan to make changes in the Office of Mental Health.

There is a demonstrable need to take immediate steps to begin a long-term reconfiguration of the mental health system. Accordingly, my legislative program, budget and additional administrative initiatives will focus on three main areas: the reform and simplification of the local assistance program; the creation of a variety of residential care options for the mentally ill; and an administrative reorganization of the Office of Mental Health which will enhance the agency's ability to accomplish new program goals.

"CSEA will watch the governor's proposals in the mental health area very carefully and make our position known to the legislature," President McGowan vowed.

Because the state of the state is a very general message the actual impact of many of the governor's proposals won't be clear until bills are before the legislature. CSEA will be monitoring bills which have an impact on public employees very carefully.

Throughout the legislative session *The Public Sector* will carry news and information about CSEA's legislative program and all of the legislative activity that concerns CSEA members.



CSEA President William L. McGowan

"CSEA will be watching the budget very closely to make sure the state has the money to provide a fair contract settlement and enough staff to do the job. CSEA members are taxpayers too and could benefit from tax cuts, so the union is not opposed to the idea. But, we will watch the plan carefully to make sure it's a fair one and that the budget is not being balanced on the back of the state workforce."