



MONDALE READY FOR BIG WIN IN APRIL 3 NY PRIMARY

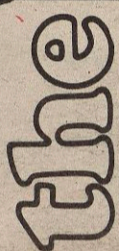
WALTER F. MONDALE SUPPORTERS recently filed tens of thousands of signatures on petitions to place Mondale on the April 3 primary election ballots in New York State. In Albany, a representative of the State Board of Elections, left, accepts petitions from Rensselaer County Democratic Chairman Edward F. McDonough, Assemblyman Michael R. McNulty, coordinator of the 23rd Congressional District Mondale for President effort, and Albany County Democratic Chairman J. Leo O'Brien. Four CSEA officials and activists are among delegate candidates committed to Mondale who will appear on the April 3 ballots. For the latest on the Mondale campaign, which rolled to an impressive win in Iowa this week, see page 10.

Invalidation of Suffolk contract 'is an outrage,' will be appealed

MINEOLA — CSEA will use every resource at its disposal to overturn a court decision that invalidates CSEA's contract with Suffolk County. CSEA President William L. McGowan made that pledge after a state judge ruled the current contract is void because management's chief negotiator allegedly had a conflict of interest as a result of top management salaries being tied to the amount of the contract increase.

"The union bargained in good faith and had no control over the way in which management raises were determined," said Long Island Region President Danny Donohue. "This decision is an outrage, but I am happy to say that President McGowan has assured me that the strength of the entire union will be with us in this fight. I am confident that we will be able to uphold this contract."

The union's first step is to appeal the court's decision to prevent the judge's ruling from taking effect.



Public SECTOR

Official Publication of The Civil Service Employees Association Local 1000,
American Federation of State, County and Municipal Employees AFL-CIO.



Vol. 5, No. 36
Friday, February 24, 1984

McGowan renews push for more MH staffing

ALBANY — As the leaders of New York's public employee unions met with the state's governmental leaders, CSEA President William L. McGowan again called for more staffing in the state's mental hygiene facilities and reform of Tier III.

Governor Mario Cuomo, Assembly Speaker Stanley Fink, Senate Majority Leader Warren Anderson, Assembly Minority Leader Clarence "Rap" Rappleyea and Senate Minority Leader Manfred Ohrenstein all praised the work of public employees as they spoke before the 7th Annual Legislative Breakfast of the Public Employee Conference (PEC). The Governor and Speaker Fink specifically pointed to the work public employees do in caring for the mentally ill and handicapped.

CSEA President McGowan said that increased staff levels are needed to provide the quality of care the mentally ill and retarded need and deserve.

"The Division of Budget has not allowed the

mental hygiene agencies to maintain adequate staff levels, even though the legislature provided money for that purpose," McGowan said. CSEA is working to correct that situation.

President McGowan also listed improvements in Tier III and early retirement for political subdivision employees as top legislative priorities.

"Every day I get letters and calls from people who have been laid off or resigned only to find that their employer can keep their Tier III contributions until the worker reaches age 62," said McGowan. "CSEA will fight in the courts and the legislature until this is changed. Some people need that money to feed their families, others need it to take advantage of educational opportunities and it is an outrage that the employer should withhold it until the worker is 62 years old or dies."

As for the early retirement bill, McGowan said, "CSEA is working hard to gain the same retirement opportunity for political subdivision employees that was given to state workers last year."



"CSEA will fight in the courts and the legislature until this is changed." — CSEA President William L. McGowan.

CSEA wins longevity payments for non-statutory employees

ALBANY — CSEA has won \$500 longevity payments for non-statutory employees in the administrative, institutional and operational bargaining units who had a payroll status on March 31, 1983.

In determining eligibility, employees must have been on the payroll (active or on leave with

partial pay) on Dec. 13, the day longevity payments were made. Or, employees must have been reinstated from a leave without pay since that date.

A "satisfactory" job performance in 1982-83 is also required as well as five years or more at a

salary level equal to the top of an equivalent grade.

Payments will also be made on behalf of employees who meet these requirements but have since died or retired.

Non-statutory employees are not allocated to a salary grade.

What's the future hold for Rockland PC?

ORANGEBURG — Charges that Rockland Psychiatric Center is "warehousing" and keeping patients against their will have spurred the formation of a task force to formulate plans for the future use of the Rockland campus.

In a recent article in the Rockland Gannett newspaper, Dr. Bertram Pepper, director of the Rockland County Mental Health Center,

claimed that patients are being unnecessarily held at the psychiatric center.

But Glenda Davis, CSEA Local 421 president, points out that Pepper's views are unrealistic and his charges have distorted the community's image of RPC.

Shortly after the article appeared in the paper, Davis met to discuss the issue with former Local President

Marty Langer, Rockland's administrator Charlotte Oliver and representatives of PEF. All subsequently signed a memo addressed to the employees protesting the article. In addition, a copy of the memo was sent to the newspaper with a letter from CSEA President William McGovern. McGowan's letter pointed out that while there should be more community residence development, the facts show that deinstitutionalization "is a dismal failure" that forces thousands of people with educational problems into the streets.

McGowan added: "We must be realistic and provide the appropriate humane treatment whether it be to a client who can function in the community or one whose needs require the support of a larger facility."

He also emphasized the necessity of long-term care for clients "who have a history of psychotic breaks and extended episodes of delusion and chronic schizophrenia."

Recognizing the need for a long-range plan for the future use of the RPC campus, Oliver asked Davis to serve on a task force with representatives from PEF and from each agency on the campus. The purpose of the committee would be eventually to draft a proposal for maximum use of the facility.

Davis has pointed out that a number of excellent programs that already exist could be expanded utilizing present staff. Empty buildings could also be renovated at minimal cost.

Presently, the committee is surveying present resources and formulating the proposal.

Davis emphasizes that the community should be more aware "that things are happening here. We



Glenda Davis

are working to get these patients back into the community."

The future looks promising for the facility, she said. A research unit with residents from New York University is working on sleep therapy and treatment for schizophrenia. A media center on the campus could be used to provide training films for the staff. An extensive library is also available. Numerous other programs on the campus can be expanded.

Davis said she is pleased that representatives from the union were asked to serve on the task force. She says that one of her goals is to bring more CSEA programs such as LEAP to the employees.

Employee Benefit Fund Info

ALBANY — If CSEA Employee Benefit Fund members die accidentally while on the job, families continue to receive benefits for six months. Otherwise, family benefits cease 28 days after a member dies.

CSEA local presidents should notify the Employee Benefit Fund of accidental deaths in the line of duty. The EBF is reached by calling (toll free) 1-800-342-4274.

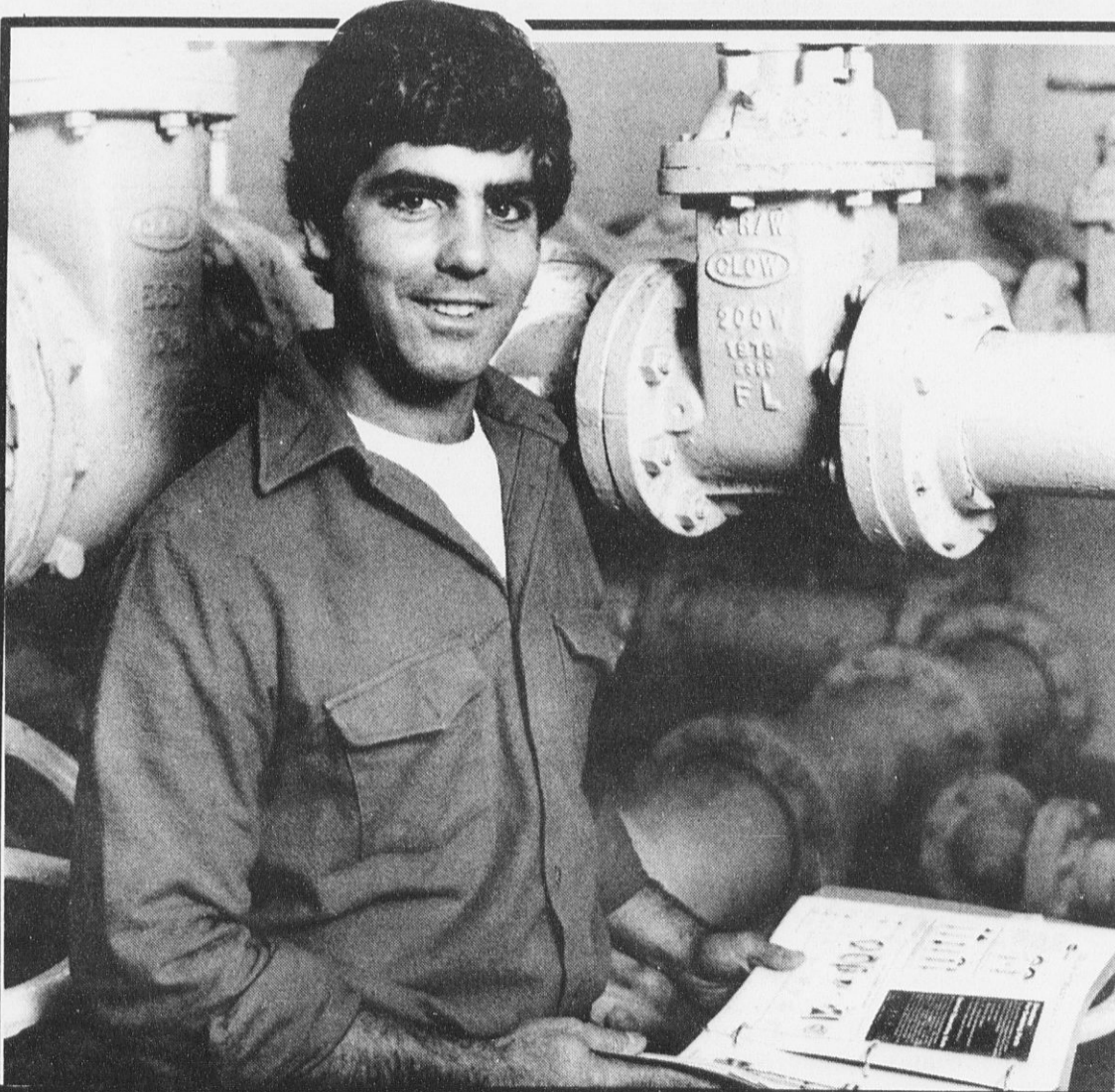
Two-year pact settled for Kingston School District

KINGSTON — A two-year package which will increase workers' paychecks by 11 percent and include interest payments for retroactive pay has been ratified by CSEA members in the Kingston City School District.

Interest of 5¼ percent on top of a 4 percent pay hike retro-active to July 1 will be included in paychecks shortly. And beginning July 1 of this year, employees will realize a 7 percent salary increase.

Other concessions granted in the new contract include a disability plan funded by the school district, a continuation of hospitalization for one year after the employee uses up his accumulated sick leave, and a re-imbursment for accumulated sick time at the rate of \$2 per hour upon separation of parttime workers.

Dan Smith, president of the unit, credited the perseverance of the negotiating team for settling the contract after an impasse had been declared.



CSEA
works for us!

Job security is a big factor these days

... and it's good to know
that **CSEA** will
continue to protect my rights.

DAVID SHAW
Water Meter Serviceman



REGIONAL PRESIDENT Danny Donohue sees the out-of-title work situation at Pilgrim Psychiatric Center as "a statewide problem that is the result of not having enough RNs."



DISCUSSING OUT-OF-TITLE work grievances are, from left, LPN Carol Sorenson, LPN Isabell Cummings, LPN Pat Hahn, who is also grievance representative at Pilgrim Local 418, and Local 418 President Joe Noya.

'No relief in sight' for LPNs working out-of-title at Pilgrim PC

WEST BRENTWOOD — Shortstaffing at Pilgrim Psychiatric Center continues to put unrelenting strain on licensed practical nurses to work out-of-title as charge nurses, says Pilgrim Local 418 President Joe Noya.

Noya has filed an out-of-title work grievance with the Governor's Office of Employee Relations over the assignments of two nurses, LPNs Carol Sorenson and Isabell Cummings, as charge nurses.

"This requires quick action," Noya said. "The LPNs are being unfairly used, and there is no relief in sight."

According to their job description, LPNs must be supervised by a registered nurse or physician, should not be grouped with RNs for

scheduling purposes, and do not act as charge nurses.

"This is a statewide problem that is the result of not having enough RNs," said Long Island Region President Danny Donohue. "CSEA has pushed to have LPNs reclassified in the past and that didn't work.

"Let the state hire enough RNs, so LPNs don't have to work out-of-title," Donohue said. "At the same time, the state should add grades to the LPN's career path. LPNs have topped at grade nine for about 15 years."

The Pilgrim grievance follows a similar one at Central Islip Psychiatric Center that CSEA won last fall. At CIPC nine out of 11 LPNs named in the grievance were awarded back pay at a higher rate for out-of-title work.

CSEA accepts report

Fact finder favors wage hikes, benefits for Cohoes school unit

COHOES — Salary, dental insurance, longevity and vacation schedules are the four items contained in a fact finder's report which the CSEA Cohoes School Unit has voted to accept in total as settlement for its ongoing dispute with the Cohoes School District.

"We want our 76 school unit members to be treated fairly by the district," said Field Representative John Cummings. "So far in direct negotiations, the district has attempted to ignore the legitimate economic needs of the workforce. While being generous to other bargaining groups, it wants to tighten up the purse strings on this unit. That's totally unfair."

The Cohoes School Board is reportedly viewing the report.

In the four-page report, Fact Finder Charles Weintraub frequently found in favor of the workers' demands.

In the area of salary, the union was seeking a three-year package of 8 percent plus increments in the first two years and 7 percent plus increments in the third year. The district offered 5 percent with increment in the first year and 4 percent with increment in the second year of its desired two-year agreement.

The district argued that it had perhaps given increases to other bargaining units that were overly generous and that now a halt must be called.

Weintraub said, however, that "...in view of today's inflationary atmosphere, to put on the brakes with this unit where members are less economically equipped to meet the everyday costs of living

would be, in light of the other units' increases, inequitable and unfair."

Weintraub recommends a three-year contract with 6.7 percent plus increments in the first two years, retroactive to July 1983, and 5.7 percent plus increment in 1985.

On the dental insurance issue, CSEA also pointed out how various bargaining units, including management, were receiving superior benefit treatment. The district again argued to keep its current disparity due to difficult economic conditions.

Weintraub recommends the district's contribution to the dental plan be increased from \$10,000 to \$19,000 to bring the unit on parity with a larger bargaining unit. He also recommends keeping this parity in future increases. And, he suggests that the district look into the CSEA benefit fund for dental coverage to see if the union's claim of potential savings would be of interest to the administration.

Regarding longevity, CSEA was seeking a \$600 payment after 20 years of service, up \$100 from the present level. The district countered saying that this was a specialized proposal to benefit two specific workers. The fact finder went along with the union's proposal.

While CSEA was seeking four weeks of vacation for 12-month custodial and maintenance employees after 10 years of service, a benefit enjoyed by workers in clerical positions, Weintraub recommends four weeks of vacation be granted to custodial and maintenance employees after 12 years of service.

LONG ISLAND STATE EMPLOYEES LOCAL EXPANDS

STATE EMPLOYEES CSEA LOCAL 016 recently reorganized to include employees in several branch offices on Long Island. Local 016 President Tom Byrne, left, and Field Representative Nick Pollicino said the local is developing a network of shop stewards to cover every work location served by the expanded local.



Public Sector

Official publication of
The Civil Service Employees Association
 Local 1000, AFSCME, AFL-CIO
 33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every other Friday by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Publication office, 1 Columbia Place, Albany, New York 12207.

Second Class Postage paid at Post Office, Albany, New York.

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

Address changes should be sent to Civil Service Employees Association, The Public Sector, 33 Elk Street, Albany, New York 12224.



"SAFETY" IN THE WORKPLACE...

(OR - "DOING THE CURLY SHUFFLE")



Now till March 12

Nominating period open for region elections

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

Nominating forms are available from local presidents and region offices, and independent nominating petition forms are available from region offices upon written request.

Under the union's open election procedures, any CSEA member in good standing can have his or her name placed on a ballot either by the regional nominating committees or by obtaining a required number of member signatures on an official petition form.

The nomination period will close March 12, and region nominating committees are expected to announce their official reports by March 20. The nomination period then will remain open for those seeking to qualify by petition, with April 16 as the date by which independent nominating petitions must be received at CSEA headquarters.

In order to be eligible, a candidate for this year's regional officer elections must have been a member in good standing of CSEA since June 1, 1983, and there must have been continuous payment of membership dues since that date. In addition, he or she cannot be a member of a competing labor organization and must not be prohibited from holding office under a penalty imposed by the CSEA Statewide Judicial Board.

Under CSEA election procedures, candidates

have a right to have campaign literature mailed by CSEA headquarters at cost. But there are limitations.

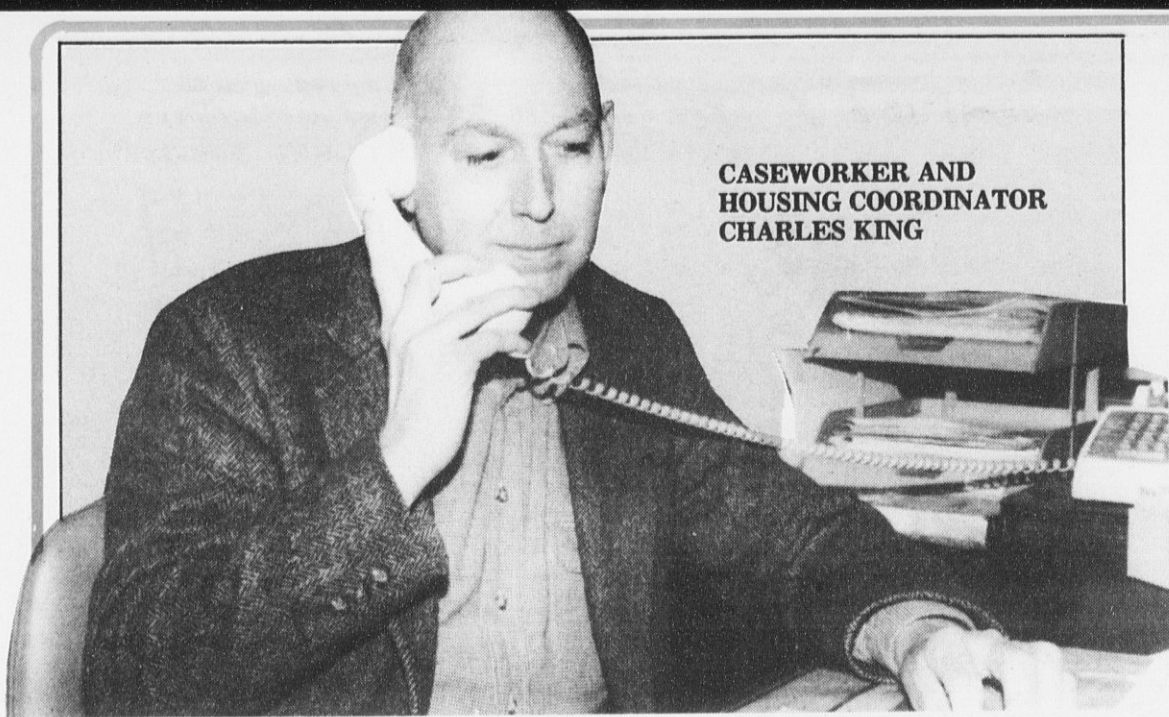
Such mailings are at the candidates' own expense. Literature must fit in a standard #10 window envelope, and the maximum number of enclosures in any one mailing is two. Maximum size for printed materials is 8½ x 16 inches, and mailings will be addressed using CSEA-produced address flashers. For additional information as to cost, contact RoseAnn Hildreth at CSEA headquarters (518) 434-0191, extension 451.

Balloting in the spring elections will be conducted by the Independent Election Corporation of America.



ALBANY COMMUTER TAX? — Albany Mayor Thomas Whalen's idea of a commuter tax on all non-city residents — including 20,000 state and county workers represented by CSEA — prompted a quick, negative reaction from C. Allen Mead, Capital Region president. Mead appeared on the TV 10

Action News, left, and was interviewed by Joe Bartlet, WROW radio, right. The trial balloon on the commuter tax concept, shot full of holes by CSEA, was also opposed by major business groups in the city of Albany.



CASEWORKER AND
HOUSING COORDINATOR
CHARLES KING

“You have to want to work with people. You have to want to help them improve their status.”

In Dutchess County:

Winter air thick with despair at social services department

By Anita Manley
CSEA Communications Associate

POUGHKEEPSIE — On a bitter winter day, some 20 people are gathered in the waiting room of the Dutchess County Department of Social Services here.

A baby cries; his mother comforts him. Two men argue. A woman reads a tattered magazine. A young couple looks toward a closed door, willing it to open.

The sense of despair hangs thickly in the damp-smelling air. It is the despair of lost jobs, of too many mouths to feed, of unwanted pregnancies, heavy medical expenses and other bills that can't be paid. It is a despair that must be dealt with on a daily basis.

Caseworker Charles King, a member of CSEA Local 814, is one who must deal with it. As coordinator of housing for the department, King has the daily frustration of trying to find affordable and decent housing for low-income families, which is no easy task. For like most cities of its size, Poughkeepsie has a shortage of such accommodations.

Most welfare families, says King, are paying \$300 or more for rent, although they are allotted much less. Forced to spend more of their monthly grant on rent, they have little left over for food, clothing or other essentials.

In addition to the year-round concerns about housing, this is the season of the “freeze-outs” — when many clients have no heat in their apartments.

“We have 11 families living in motels this week. One family has five kids,” said King recently.

He sees cruel ironies in the system. While the state allows a family of four just \$219 a month for rent, he noted, it will pay \$49 a day — an average of more than \$1,400 a month — to house the same family in a motel if there is no apartment available or no heat.

In his 26 years with the department, King has seen many changes, including the streamlining of the system so that caseworkers now deal with separate facets of a client's case. He prefers the old system.

“In the early days you had complete control over your case,” he said. “You knew the family. It was easier. Now you have to call the other caseworkers to find out about the family.”

King points out that it is possible for one family to have three or four caseworkers, depending on

its needs. “Each one does his own thing. We've had families telling three different stories to three different caseworkers,” he said.

While he is troubled by the plight of many of his clients, King feels special compassion for two groups — the elderly and the deinstitutionalized.

Of the elderly, he says: “Most of them wait until the last minute to come for help. They're too proud. They're very responsive and wonderful to work with.”

King says the deinstitutionalization of the state's mental health population has “changed the whole system” of social services.

“These folks are dumped on the street. They don't know how to get from here to there. When they get their money, they spend it all, give it away or get mugged.”

For this reason, he noted, most are in a “protective pay program,” where social services pays their rent and bills and doles out an allowance. “We're their guardians,” he says.

But even as guardians, there are problems. In many cases, clients who need medication won't take it, and many end up in jail or back in an institution. Then they are released back on the street to start the cycle all over again, said King.

Many families fall through the cracks. For example, King was recently contacted by a mother who is living with her child in the home of relatives. The woman complained there was no heat. But King could do nothing for her because the family she was living with did not qualify for assistance.

Then there are the applicants whose income is “just over the line.” A single person who makes just over \$60 a week, for instance, is ineligible for assistance.

“That's not a lot of money,” said King. “Where would you live on \$60 a week? We don't have the answer.”

For King and other social services workers, “burnout” on the job is rampant.

“You sit and say, ‘What can I do for these people?’”

“We're right on the front line,” he says. He adds: “You have to want to work with people. You have to want to help them improve their status.”

Another “front line” worker, fellow CSEA member and Social Welfare Examiner Mary Lee Flintosh, advises her colleagues not to take their clients' problems home with them.

She blames the system for the many problems employees in the department must cope with. “It's too easy to be on welfare,” she says. “There are few incentives for these people to go to work.” Unskilled workers who make \$4 an hour find that their families are better off financially if they don't work, she said.

Like King, Flintosh feels badly for the senior citizens who must apply for welfare benefits.

“Most of them are used to a higher income than we can give them,” she said. “Many have lost their homes and most cannot get jobs because of their age. You sit and say, ‘What can I do for these people?’”

And, like her colleague, Flintosh says that though she likes her job, it is an unending source of frustration.

“Sometimes I feel like I'm helping people and sometimes I don't,” she said. “Sometimes I feel like all I do is push papers all day.”



SOCIAL WELFARE EXAMINER
MARY LEE FLINTOSH

IRAs

And how CSEA groups can find out more about them

ALBANY — Want to learn how to save for retirement and pay less income tax at the same time?

Then learn more about IRAs — Individual Retirement Accounts. An IRA reduces your taxable income each year you pay into it. All interest earned on your account is tax deferred; that means you pay no taxes on the interest until you withdraw IRA funds, usually at retirement age when you're likely to be in a lower tax bracket. And IRA accounts earn high interest, building up rapidly for your future retirement income.

Want to learn more?

Presentations are now being given to CSEA groups throughout the state by the three financial organizations selected by CSEA to handle IRAs for members. Representatives of the three vendors — The Dime Savings Bank, Prudential-Bache and Oppenheimer Management Co. — are appearing frequently at regional and local meetings, workshops and information days.

"We've already appeared at quite a few meetings and events and are scheduling more presentations over the next few months," explained Bob Meyer, who represents The Dime Savings Bank. "We find that members are very interested in these retire-

ment accounts and have a number of questions for us."

In March, for example, IRA presentations are already planned for Creedmoor and Kingsboro psychiatric centers, Staten Island Developmental Center and Comstock Prison.

"Any locals or other CSEA groups who are interested in having us to CSEA their members should get in touch with us to arrange a date," Meyer suggested.

He added that for those in the ASU, ISU and OSU bargaining units, as well as for CSEA-represented employees in the Office of Court Administration, contributions to IRAs may be made through easy payroll deduction. It is hoped that negotiations with political subdivisions will result in many more CSEA members being able to take advantage of the automatic retirement savings plan.

You can also learn more about Individual Retirement Accounts and about the special programs available to CSEA members by sending in the adjacent coupon. You'll receive general information about the tax benefits of IRAs, as well as more specific information about the various ways in which IRA funds may be invested.

Mail coupon for information

CSEA-IRA
P.O. Box 7125
Albany, NY 12224

Please send me information on the Individual Retirement Account (IRA) programs now being made available to me through payroll deduction. I am a state employee in the ASU, ISU, OSU or OCA bargaining unit.

I am interested in receiving:

General information on IRAs Prudential-Bache IRAs

The Dime Savings Bank IRAs Oppenheimer Funds IRAs

NAME: _____

Home Address: _____

Place of Employment: _____

McGowan lauds new college program in Region II

NEW YORK CITY — CSEA President William L. McGowan gave high marks to the Empire State College Center for Labor Studies during a recent visit here.

McGowan met with staff, faculty, students and graduates to discuss the center's unique programs for union activists.

Said Dean Richard Dwyer: "New York is a good union town, and we have a good working relationship with over 65 unions."

Agreeing that interaction with other unions is a boon to the learning process, McGowan heartily endorsed a new college program designed exclusively for Region II members which began in February.

"I have talked to people from all walks of life," he said, "and have found that we have the same basic problems as other unionists. But we can certainly learn a lot from our differences, too," he said.

Region II President Frances DuBose Batiste, who pioneered the program, said that the center's flexibility in scheduling classes accommodates workers "who often wear a number of hats."

"We are proud of the special education program that has been developed with the labor college because it accommodates the rank-and-file — many of whom are not only workers, but parents and students as well."

"The program also addresses the specific course needs of Region II and has an adult student population, which is just the environment that our people want and need," said Dubose Batiste. "Whether a member is looking to improve her or his union skills, increase the chance of being upgraded, or simply gain personal enrichment and satisfaction, this is the right program for Region II members."

Dubose Batiste also said that most courses are tuition reimbursable.

CSEA shop steward Ruth Taylor, who works at the center part-time, said that the school's general curriculum is much broader than those at other colleges.



CSEA UNION REPRESENTATIVES met recently with faculty, staff and students of Empire State College's Center for Labor Studies. Pictured in a discussion are, from left: Professor Clark Everling, Region II Field Representative Charles Bell, Region II Field Representative Martin Blumstein, CSEA President William McGowan, Region II Director Ron Mazzola, and Dean Richard Dwyer.

"The other schools I have attended were very narrow in their labor curriculum," she said. "Here I have the opportunity to meet with other trade unionists, and that gives me a much more realistic and comprehensive education."

Region II field representatives Charles Bell and Martin Blumstein, who both graduated from the center, agreed that completing the labor

studies program has enriched and fortified their professional skills.

"From studying other systems and unions and as a result of taking special union leadership courses, I have become a more effective union representative," said Blumenstein.

Bell added that he has often been able to resolve union problems that crop up in a typical day based on information he learned in class.

Managerial skills for women focus of spring program in Albany, NYC

A certificate program for managerial women covering everything from computer literacy to career planning will be offered this spring in Albany and New York City by the Center for Women in Government.

"Managing: A Certificate Program Providing Managerial Skills to Women in New York Public Service," is geared toward experienced managers who want to expand their technical expertise and enhance their effectiveness, as well as toward women who aspire to managerial positions.

This marks the fourth year the center is conducting the program, which consists of a series of short courses and a two-day seminar.

Following is the schedule of "Managing" courses for this spring:

IN ALBANY:

- "Time Management," Tuesdays, March 20-April 10. Topics will include the superwoman ideal, procrastination, delegation of responsibilities and personal time-wasters.

- "Budgeting in the Public Sector," Thursdays, April 12-May 3. Will focus on budget preparation, review and implementation.

- "Oral Communications," Mondays, April 23-May 14. Techniques for making oral presentations and for participating in discussions with staff supervisors.

- "Computer Literacy," Tuesdays, May 22-June 12. Emphasis on management uses of computers and dealing with computer specialists.

- "Supervision," Thursdays, June 7-28. An analysis of the day-to-day responsibilities of a manager.

All courses will be offered from 4:30 to 7 p.m. in Draper Hall, Room 303 of the downtown campus (Washington Avenue and Robin Street) of the State University at Albany.

In addition, the two-day seminar, "Women as Managers," will be held May 10-11 from 9 a.m. to 5 p.m. at the Center for Women in Government, Room 302, Draper Hall.

IN NEW YORK CITY:

- "Effective Leadership in Management," Tuesdays, March 20-April 10 and Wednesdays, March 21-April 11. An analysis of the impact of management style on affecting change, productivity, creativity and morale among staff.

- "Written Communications," Thursdays, April 12-May 3 and Thursdays, May 10 - May 31. Will look at reports and letter writing and other internal and public documents. Individual writing styles will be analyzed.

- "Organizational Dynamics," Mondays, April 23 - May 14. Analysis of principles that explain how an organization functions and implications for management decisions.

- "Labor Relations," Tuesdays, May 22-June 12. Overview of collective bargaining in the public sector, including the Taylor Law, New York City collective bargaining law, grievance arbitration, the no-strike obligation.

- "Program Planning," Thursdays, June 7-28. Introduction to program implementation, administration and accountability.

All courses will be offered from 4:30 to 7 p.m. at 2 World Trade Center in Manhattan.

Participants may take one or all of the programs offered. For fee schedules and other information about Albany or New York courses, contact the Center for Women in Government, State University of New York at Albany, Draper Hall, Room 302, 1400 Washington Ave., Albany, N.Y. 12222; telephone (518) 455-6211.

EAP policy reaffirmed



THE STATE OFFICES of Mental Health and Mental Retardation/Developmental Disabilities recently reconfirmed their commitment to the Central Office Employee Assistance Program. Signing the policy statement, which outlines the program's function and role, are seated, from left, Ted Rickett of the Public Employees Federation, OMH Commissioner Steven Katz,

OMR/DD Commissioner Arthur Webb, and CSEA Local 673 President Peg Farber. Standing are, from left, Mike Weitzman, Dennis O'Brien, Jim Simonds, Kevin Taugher, Lynn Bowen, Thomas Sharkey, Lucy Maynard Carbonello and John Baideme. The Albany-based EAP was originally established in 1980 and sponsored by CSEA.

Ohio school employees to affiliate with AFSCME

COLUMBUS — Delegates of the largest independent public employee union in Ohio have voted at a special convention to affiliate with AFSCME, the nation's largest public employee union and CSEA's international affiliate.

The 25,000-member Ohio Association of Public School Employees (OAPSE) represents school bus drivers, clericals, food service workers and custodial employees in some 350 school districts in the state. Earlier, the independent Ohio Civil Service Employees Association, with 17,000 members, had affiliated with AFSCME. AFSCME and its affiliates now have 75,000 members in the

state, making the union the second largest AFL-CIO labor organization in Ohio.

"AFSCME and its affiliates are a growing political and organizational force in the state. The collective bargaining law will be implemented later this year. With the organizing elections that will follow, we intend to become the largest union in the state," said Gerald W. McEntee, president of AFSCME. "Joining with OAPSE we will launch a statewide organizing campaign to unionize school board workers across the state."

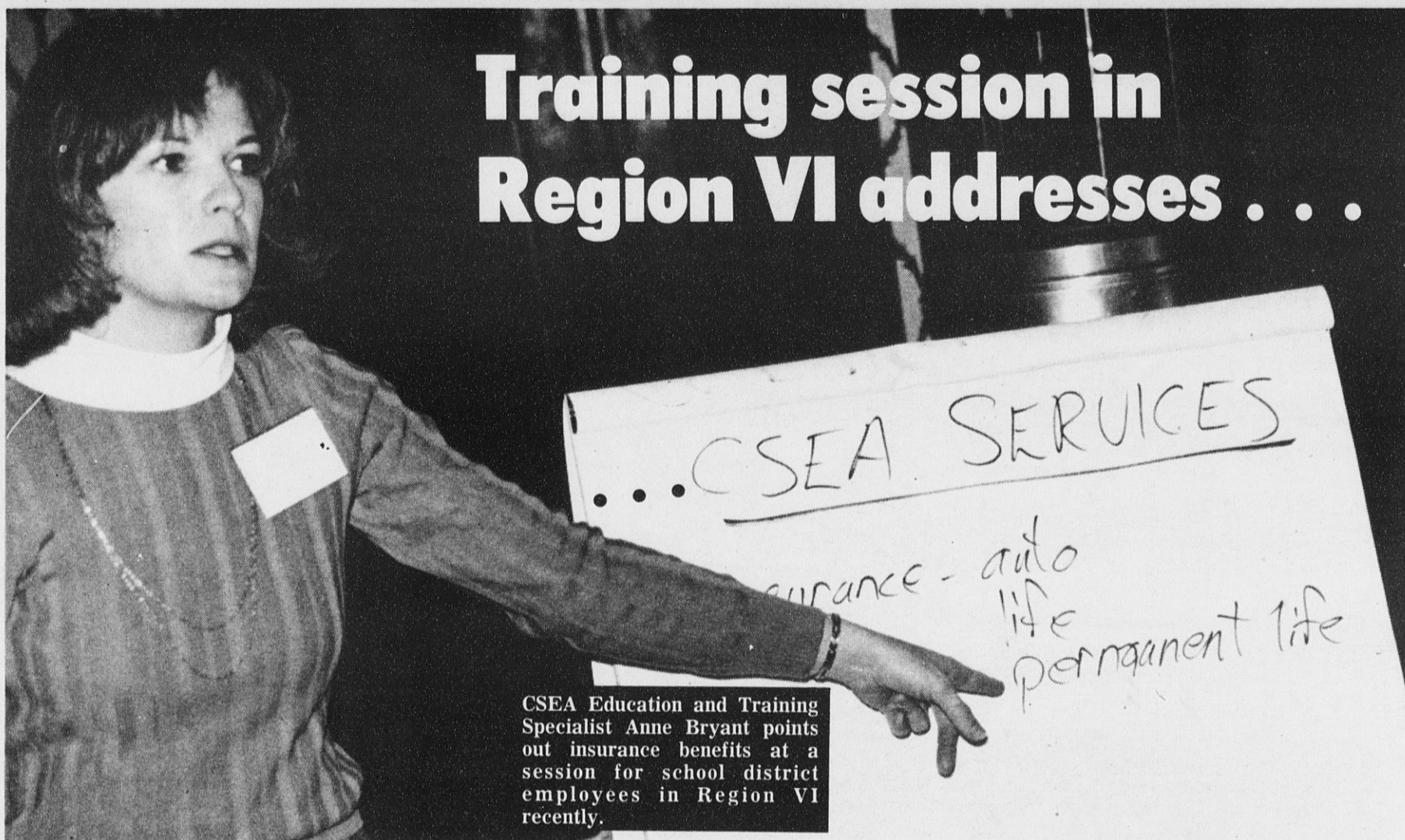
With 100,000 school employees nationwide, AFSCME is the leading public sector union in this area.

Women and federal legislation



CONGRESSMAN SHERWOOD BOEHLERT, second from left, is introduced by CSEA Region V President Jim Moore at a news conference recently in Syracuse. At left is Chris Carletta and at right is Kathy Roma, co-chairwomen for a CSEA Women's Conference held earlier this month in Syracuse. Congressman Boehlert, of the 25th District, was guest speaker and discussed his involvement in federal legislation affecting women.

Training session in Region VI addresses . . .



CSEA Education and Training Specialist Anne Bryant points out insurance benefits at a session for school district employees in Region VI recently.

HORNELL — The many services and assistance available to CSEA members were explained for school district employees in the southeast portion of Region VI recently.

Region President Robert L. Lattimer said more sessions are planned for school district units and locals throughout the region.

"School district employees have many specialized concerns, so it's only natural that we bring our education and school district staff in to answer any questions," Lattimer said.

CSEA Education and Training Specialist Anne Bryant and School District Affairs Coordinator

Larry Scanlon presented the wide array of services that are available to CSEA members.

They distributed the many CSEA publications that address member concerns, as well as the supportive materials that aid stewards in redressing member grievances.

School districts from Allegany and Steuben counties were represented at the session. Fillmore, Scio and Richburg district officers were also present.

The workshop was held last week at the Community College of the Finger Lakes in Canandaigua.



SCHOOL DISTRICT Affairs Coordinator Larry Scanlon talked about the array of services available to CSEA members.



PAT LEE, President of Allegany County Local 802, takes some notes at the training session.

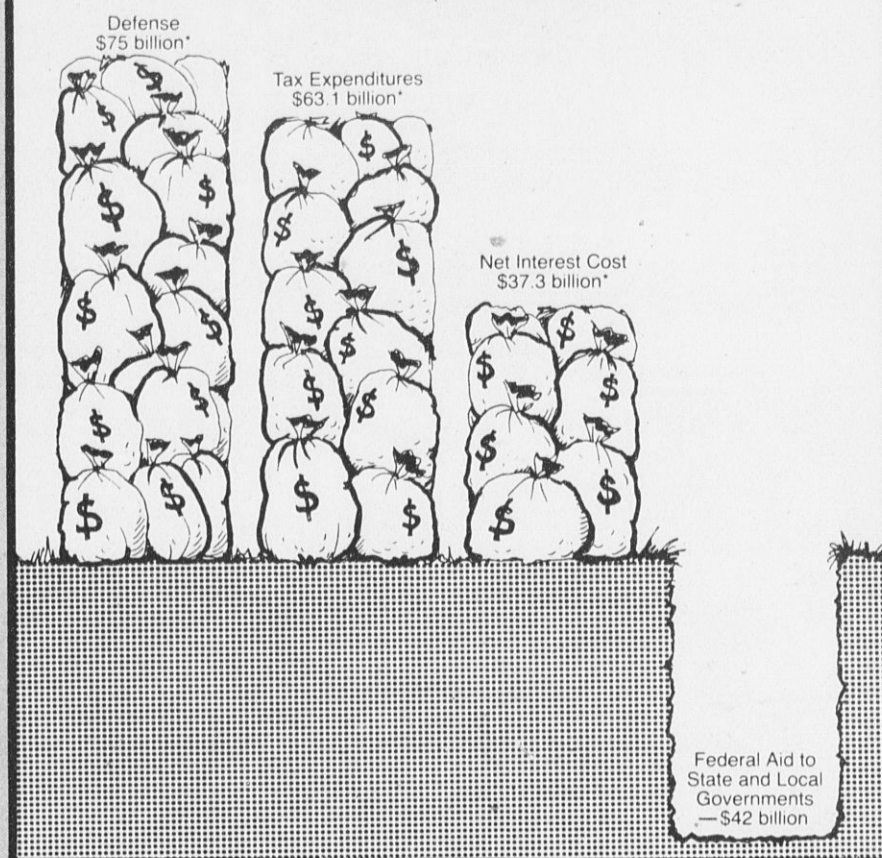
PARTICIPANTS in the Region VI sessions have an opportunity to look over the many publications describing CSEA services. Doing so, at right, are: Marilyn Carlin, Richburg Schools; Lowell Fancher, Fillmore Schools; and Doris Mitchell, President of the Richburg Schools unit.



**'most serious fiscal crisis
since the Great Depression'**

Reagan budget slashes cut deep wounds in state, local governments

Shift in Federal Spending for Fiscal Years 1982 to 1984



*Source: Congressional Budget Office

AREAS MOST NEEDY ARE CUT HEAVIEST

WASHINGTON, D.C. — The Reagan administration has brought state and local governments their most serious fiscal crisis since the Great Depression, according to a report released by AFSCME.

According to the report, entitled "The State of the States," federal assistance to state and local governments has been slashed by \$42 billion from 1981 policy levels. The Reagan administration is the first to cut state and local aid so systematically.

The State of the States report is the most comprehensive and up-to-date assessment yet of federal budget cuts to the states. It provides a program-by-program study of aid cuts to each state. The report uses fiscal year 1981 (the last pre-Reagan year) as a basis for comparison, to show the full impact of Reagan's domestic spending policies.

The AFSCME report found deep cuts in education and training, health and human services, public works and economic development programs. For example, the employment and training program was cut 63 percent, the health resources program was cut by 41 percent and

economic development was cut by 64 percent.

Many of the block grant programs Reagan introduced in 1981 have been cut, too. The education block grant has been cut 20 percent, the preventive-health block grant 22 percent, the community services block grant 36 percent and the alcohol, drug abuse and mental health block grant 33 percent.

A few programs have seen increases above the 1981 levels: Headstart, the Elderly-Feeding program, the Women, Infants and Children program, and federal aid to highways and airports.

But where cuts were made, they were heaviest in just the areas that needed the assistance most. For example, New England states suffered the highest per capita losses in low-income energy assistance, and southern states had the highest per capita cuts in nutrition programs.

According to the report, "states have had few or no financial resources with which to replace the drastically diminished federal funds." The effects of the cuts, the report says, "will continue to plague state and local governments, even those few that have regained a firm financial footing."

NYS especially hard hit by cuts

ALBANY — New York state and its local governments have been very big losers during the Ronald Reagan term.

According to AFSCME's report, "The State of the States," New York ranked fourth in the nation in losses from federal aid cuts. The three-year loss per resident amounts to \$4.2 billion, or \$238 for every resident of the Empire State.

Cuts in federal aid for Child Welfare Services in New York were the largest in the nation. Federal cuts in Medicaid funding for New York were the second largest in the country.

And, New York was among the top 10 states in losses for nine important programs in such areas as nutrition, education and capital improvement programs.

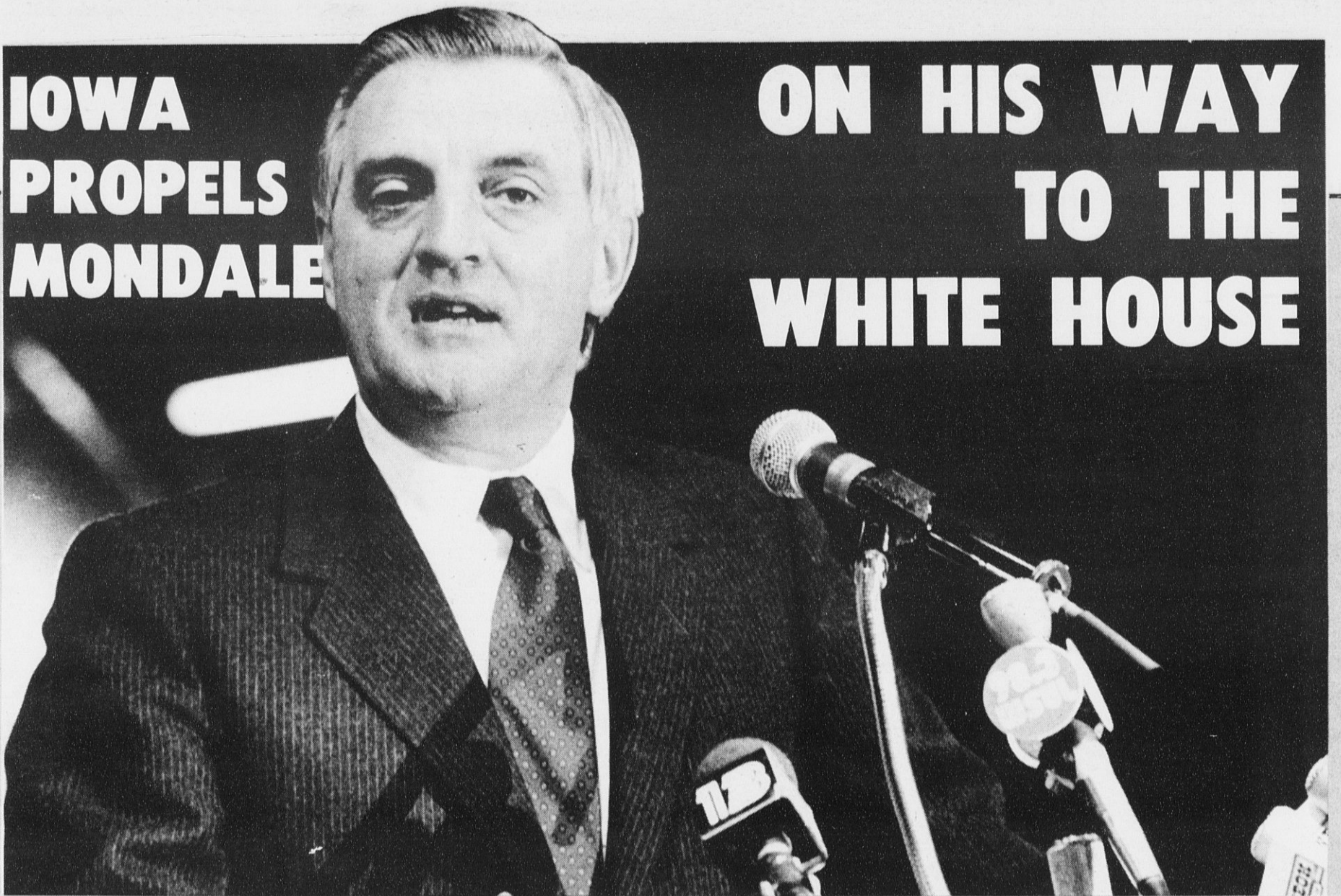
The AFSCME report also shows that most working families have not benefited from the Reagan tax cuts. In fact, most people earning under \$30,000 have actually seen their federal taxes rise by as much as 66 percent during the Reagan years as a result of inflation and higher social security taxes, while those earning above \$200,000 have received a 47 percent tax reduction.

"The price this nation has paid for Reagan's tax and defense policies is too high. The President's domestic spending cuts are detrimental to our nation's economic competitiveness and a barrier to America's ability to meet basic human needs and provide a decent quality of life to all, regardless of income, race or class. Congress must roll back the cuts in domestic spending to provide a safe and secure future for all Americans."

GERALD W. McENTEE, President, AFSCME International

IOWA PROPELS MONDALE

ON HIS WAY TO THE WHITE HOUSE



Walter F. Mondale's bandwagon moved into high gear in his drive for the Democratic nomination for president and, ultimately, the presidency itself with a resounding victory in the Iowa Democratic caucuses Feb. 20.

Iowa's caucuses were held to select 50 delegates to the Democratic National Convention later this year, and were the nation's first presidential preference poll in this presidential election year.

Mondale scored a whopping 45 percent of the total preference votes voiced in Iowa precinct caucuses, leaving seven challengers and voters who preferred to remain uncommitted to split up the remainder.

Sen. Gary Hart of Colorado finished a far-distant second, followed by former Sen. George McGovern of South Dakota, Sen. Alan Cranston of California, "uncommitted," Sen. John Glenn of Ohio, former Gov. Reubin

Askew of Florida, Rev. Jesse Jackson, and Sen. Ernest F. Hollings of South Carolina in that order.

Now the process is in action in New Hampshire, where the nation's first primary election (which differs from the caucus procedure) will be held on Feb. 28. Shortly after that, 10 different state primary elections will be contested on March 13, which has become known as "Super Tuesday."

AFSCME, one of the first major unions to endorse Mondale, sent a team of staffers into Iowa to work for the Mondale campaign. And in New Hampshire, another AFSCME team has been at work for several weeks manning phone banks and providing a wide variety of campaign services.

CSEA activists among Mondale delegates in New York's April 3 primary

Four CSEA officials and activists will be among the candidates seeking election as Democratic delegates committed to Walter F. Mondale when New York State's Democratic primary election is held on April 3.

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

In the 23rd CONGRESSIONAL DISTRICT, CSEA Executive Vice President Joseph E. McDermott is a candidate for alternate delegate on a slate consisting of Lorraine Kisielis, J. Leo O'Brien, Karen Johnson,

James Coyne, Harriet Gibbons, Edward McDonough and Nancy Carey.

In the 24th CONGRESSIONAL DISTRICT, CSEA President William L. McGowan is listed on a slate of candidates including Lucille P. Patterson, Romeo J. Naples, June B. Gurnett and Robert F. Flacke.

In the 26th CONGRESSIONAL DISTRICT, Jefferson County CSEA Local 823 President Richard J. Grieco is on the slate comprised of Kathleen Conley, Robert A. Bouchard, Ann D. McCann and Margaret S. Campion.

In addition, former CSEA staff member Ramona Gallagher is campaigning as a Mondale delegate on a slate in the 32nd CONGRESSIONAL DISTRICT.

If you want to boost CSEA's effort for the 1984 federal elections, send your contribution payable to "PEOPLE" to the CSEA Legislative Office, 150 State Street, 5th Floor, Albany, NY 12207. Contributions can result in an income tax credit up to \$50 for a person filing singly or \$100 for a joint return.

YES! I want to contribute ___\$1___\$3___\$5___\$10___\$___ to the CSEA PEOPLE effort. I understand this money will be used in federal elections.

NAME _____ Local # _____

ADDRESS _____

Zip _____

In accordance with federal law, the PEOPLE Committee will accept contributions only from members of AFSCME and their families.

CONTRIBUTE TO CSEA PEOPLE

WHILE REAGAN GOES HIS OWN WAY

President Reagan told Congress, in his State of the Union speech, that the nation is doing great, and getting better all the time. It was, at best, a distorted picture, especially to those who have been paying the price of

Reaganomics (including the 4.2 million people who lost their jobs during the Reagan recession).

Below are some quotes from that speech, with notations that point out inaccuracies and misstatements.

Once again, in keeping with time-honored tradition, I have come to report to you on the state of the Union. I am pleased to report that America is much improved.

UNEMPLOYMENT:
Pre-Reagan: 7.0%
December 1982: 10.8%
December 1983: 8.2%
THIS IS IMPROVEMENT?

In the budget I will submit on Feb. 1, I will recommend measures that will reduce the deficit over the next five years.

Reagan budget would cut pensions of federal retirees by \$700 million; tax your health insurance, but NOT reverse tax cuts for wealthy which caused the big deficits!

Americans were ready to make a new beginning, and together we have done it. We are confronting our problems one by one.

Not so! Reagan did not "confront" recession; he let it linger 18 months.

Simple fairness dictates government must not raise taxes on families struggling to pay their bills.

So why has he asked Congress for new taxes on your health care benefits?

Today, a working family earning \$25,000 has \$1,100 more in purchasing power than if tax and inflation rates were still at 1980 levels. Real after-tax income increased 5 percent last year.

Wrong again! In constant dollars, average weekly earnings have dropped since 1980.

I will continue to press for tuition tax credits to expand opportunities for families.

for families who can afford private schools! Public education has suffered a 20% budget cut under Reagan!

And economic deregulation of key industries like transportation has offered more choices to consumers and new chances for entrepreneurs and protecting safety.

Deregulation also means less jobs and higher fares. "Chances for safety"? 23% fewer aviation inspectors due to Reagan cuts!

Help us to free enterprise by permitting debate and voting "yes" on our proposal for enterprise zones in America.

"Enterprise zones" would give corporations more tax cuts - would not create new jobs, only rearrange unemployment.

Fear is expressed that government borrowing to fund the deficit could inhibit the economic recovery by taking capital needed for business and industrial expansion.

DEFICITS:
Carter average: \$48 billion
Ford average: \$56 billion
Reagan: \$117 billion FY 1982
\$195 billion FY 1983
New Reagan budget projection:
\$180 billion deficits through 1987.

But we know many of our fellow countrymen are still out of work, wondering what will come of their hopes and dreams. Can we love America and not reach out to tell them: you are not forgotten.

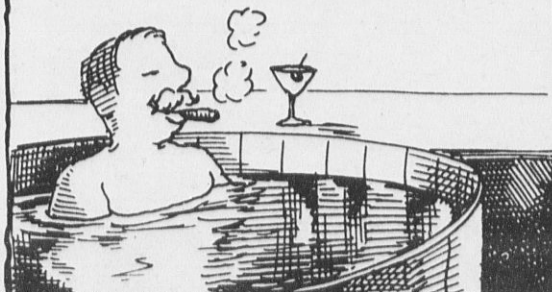
But the fact is, Reagan has threatened to veto job bills, health care for jobless, and mortgage foreclosure relief.

Do You Feel More Secure Than You Did 4 Years Ago?

MR. & MRS. HARRY MILTON OF SHEEPS HOLLOW, WISCONSIN: "OH YES! BEFORE THE ARMS BUILDUP, WE WERE SCARED TO DEATH TO EVEN GO OUTDOORS!"



DEFENSE CONTRACTOR R. P. ("RIP") OFFENHOUSER OF NORFOLK, VA: "4 YEARS AGO, I DIDN'T KNOW WHERE MY NEXT MEAL WAS COMING FROM... I FEEL GREAT!"



UNEMPLOYED LABORER FREDDIE McARTHUR OF WASHINGTON, D.C.: "OH YEAH... USED TO BE ONLY A HANDFULL-O-SOUP KITCHENS IN THE CITY... NOW I EAT AT A DIFFERENT PLACE EVERY NIGHT"





CSEA launches TV ad campaign

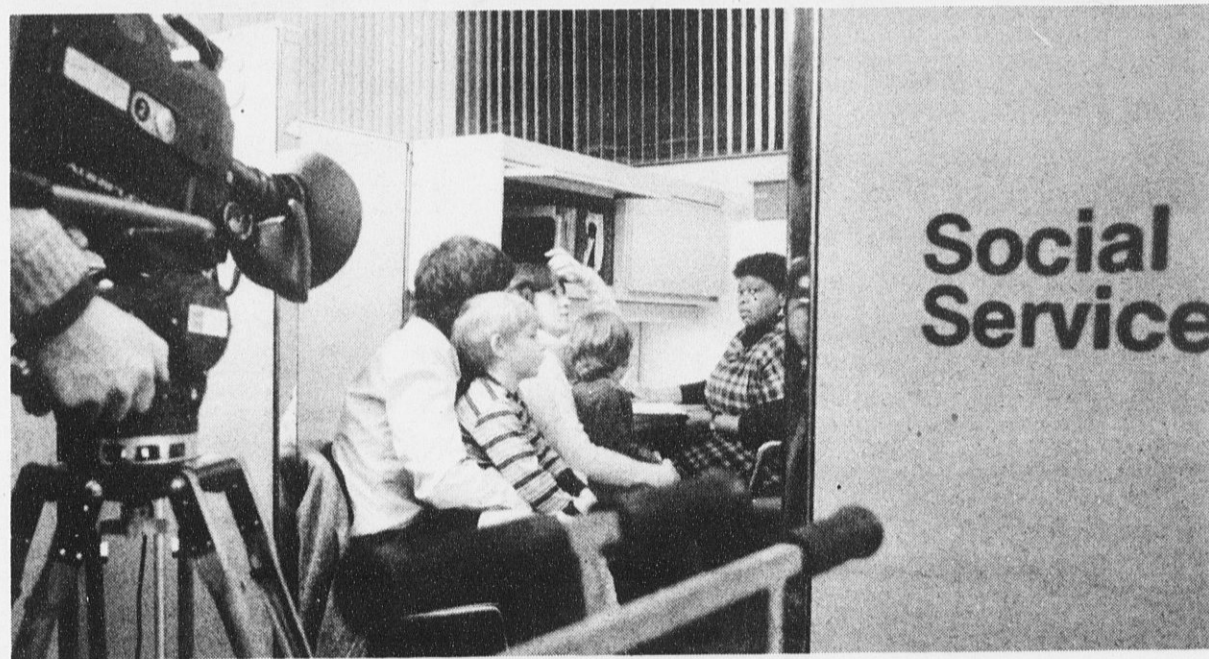
ALBANY — Three television commercials featuring CSEA members on the job have been produced by the union as part of a statewide campaign to improve the image of public employees.

The first spot is a 60-second remake of the successful "Public Employees: Where Would You Be Without Them?," which has several new shots of members at work. It is airing in media markets throughout the state.

The second commercial is a shorter version of the first, stressing the importance of the contributions public employees make.

The third spot uses short dramatic scenes to ask, "What if public services weren't available?" It shows the devastating impact of such a situation.

"Our last institutional advertising television effort was the first time a public employee union used mass media to communicate with the public," said CSEA statewide President William L. McGowan. "It not only won awards, it made people think. We hope these current commercials will have the same effect."



SCENES FROM COMMERCIALS — Public employees are on the job every hour, every day, of every year. Here are scenes from some of the TV commercials now being aired to boost public employees' image among the general public. Starting at top, a MHTA dresses a retarded client; a law enforcement officer pulls a motorist from a disabled vehicle on a lonely, icy road; a bus driver transports students to and from school; a social services employee helps a troubled family with its many needs; a cafeteria worker prepares healthy meals for school children each day.

CREEDMOOR'S MARJORIE REEVES: 'Always something to capture my energy'



MARJORIE REEVES, a liaison between management and clinical staff at Creedmoor, finds patience and perseverance reap rewards.

NEW YORK CITY — After 36 years of employment at Creedmoor Psychiatric Center and the Children's Hospital there, CSEA Local 406 member Marjorie Reeves still uses the words "stimulating," "rewarding" and "challenging" to describe her work, as perhaps only one who has consistently set and achieved goals can do.

Currently serving as an administrative liaison between management and clinical staff, Reeves has also worked as a MHTA I and II and a community service worker, handling a wide range of difficult and demanding clients, including autistic children, pre-teen males and adolescent females. Patience and perseverance reap rewards, she says.

"When you follow up on clients you've worked with and find that they've succeeded, whether through marriage and family or career, that is very gratifying," Reeves notes.

A firm believer in continuing education as both an aid to promotion and personal enrichment, Reeves' perseverance has also paid off in the form of an associate degree from Queensborough Community college, a certificate in labor studies from the New York State School of Industrial and Labor Relations, and certification as a child care worker. Reeves has also attended many job-related courses, such as sign language and the

dynamics of child abuse and neglect, which keep her up-to-date and informed, and help her to better serve her clients.

But Reeves' union evaluation is not merely scholastic. She has been active in CSEA since the early 1960s when she first became a grievance representative, a position she still holds. Currently on the Board of Directors, she also has been political action chairwoman and second vice president of the local.

"Back in the 60s," recalls Reeves, "we had a mandatory six-day workweek. Through the union, we fought that and finally won the five-day week. We also had a serious problem with management regarding seniority rights. Pass days were changed at will, without deference to seniority. We really got the grievance machinery going at that point. We saw a distinct improvement, not only with respect to seniority rights, but also in management's treatment and attitude toward the employees." Labor-management relationships have improved a lot since then, she added, and grievances rarely go beyond step one.

Reeves thrives on activity and says she's toying with the idea of enrolling in a college program to pursue a higher degree. But whatever her next course of action she is not planning to slow down. "Life isn't over until you stop breathing," she says. There's always something to capture your energy."

Warren County negotiations reach impasse

LAKE GEORGE — While Warren County has received more than \$900,000 in unanticipated revenue, it has driven both the General County and the Deputy Sheriff's units of CSEA to impasse in contract negotiations.

"The county isn't even making an offer that would improve the conditions of its lowest paid workers," Harm Swits, collective bargaining specialist, reports.

• At present, the county is offering 2.5 percent and 2.75 percent salary increases in a two-year package, Swits said. "This would have a negligible impact on the salaries of employees grade 4 or lower who earn \$7,978 to \$8,400 and are below the federal poverty level," he said.

Swits noted that salaries were not the only problem area in the negotiations.

"The county is refusing to agree to an agency shop provision, yet every town in the county already has this concept in its contracts. So that doesn't make sense," he said.

Additionally, the county wants three years to evaluate the performance of a laborer before granting any type of job security, yet a competitive classification must be evaluated in one year before gaining job security.

"It seems to me if the county can evaluate the competitive class workers in one year it could also evaluate the laborer class in the same period," Swits concluded.

'Sign up the freeloaders,' organizing specialists tell L.I. Region leaders

PLAINVIEW — Estimating that 10,000 civil servants in Long Island Region I enjoy the benefits won by CSEA without being members, CSEA Director of Field Services Paul Burch exhorted leaders in the region to step up their membership recruitment.

Burch led a panel of discussion leaders in two workshops on internal organizing held in the region headquarters and at the Holiday Inn here. The sessions were held separately to bring the workshops into Suffolk County and Nassau County for the greatest convenience of members.

Regional and local officers and membership committee members took part.

Burch was joined at the podium by Sean Turley and Peg Wilson, education and training specialists of the CSEA Education Department, and Carol Guardiano, chairwoman of the Long Island Region Membership Committee.

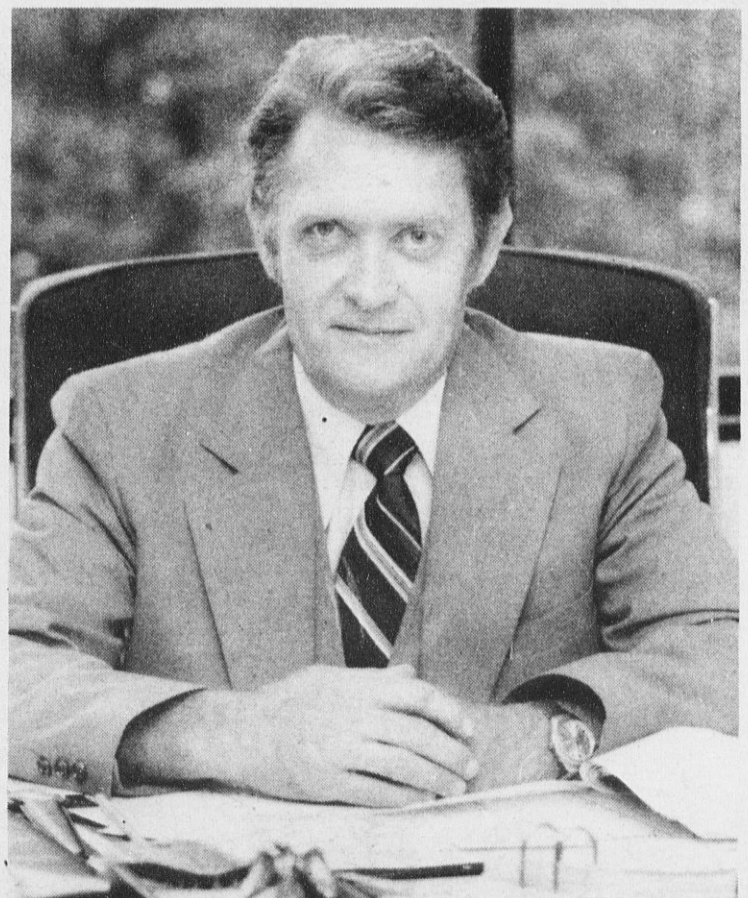
A strong union — and good contract results — depend upon solidarity among the employees, the speakers stressed. "Don't you think that management knows what percentage of membership you have?" Wilson asked. "You bet they do," she said.

Internal organizing was defined by Wilson as "unionizing the freeloaders who have not signed a membership card."

In many cases, CSEA collects the equivalent of dues through agency shop fees for the non-members. But, the speakers warned, it is solidarity of membership that gives negotiators power.

In addition, school districts have successfully resisted agency shop, Burch noted, leaving school district employees with the necessity of urging the non-member fellow employees to join for the good of all.

The workshops were arranged by the Regional Training, Information & Education Committee, chaired by Carol Craig.



PAUL BURCH, director of CSEA Field Services.

Mondale's New York Coordinator says

Defeating Reagan a 'gift to America'



MONDALE COORDINATOR for New York state, William Hennessy, center, is flanked by CSEA Statewide Treasurer Barbara Fauser, left, and Region VI President Robert Lattimer.



MONROE DEVELOPMENTAL CENTER Local 439 President Creaola Shelton makes a note during recent Region VI weekend conference.

By Ron Wofford

CSEA Communications Associate

ROCHESTER — The task of removing Ronald Reagan from office "is an important gift to America" that can be accomplished only if CSEA, and all of organized labor, work together.

The bearer of those words to Region VI members at a recent weekend conference here is a man in a position to know whereof he speaks.

William C. Hennessy is New York State coordinator for the Walter Mondale for President campaign, on leave from his role as chairman of the New York State Democratic Committee.

Calling the Reagan administration "callous, with no regard for the interests of working people in America," Hennessy said organized labor will be the biggest asset to a victory by Mondale.

Citing the many labor union endorsements already given by Mondale, he said, "if we win this, it will be because labor won it for us."

"But," he said, "much work needs to be done. We must win the congressional district delegate races, send our Mondale delegates to the nominating convention, and keep plugging to get out the vote."

He contrasted the "record of caring" by Mondale to that of the Reagan record of "large domestic cutbacks, and decisions that have hurt the workers, women, the poor, the disadvantaged and children."

"The work you can do" to win elections "is well known," Hennessy told CSEA. "We have won other contests together, and we can do it again."

"Our task now is to bring Mondale and fairness back to government. If we can do that, we will have done a lot for America."

During his address, Hennessy spoke with pride of his own past association with CSEA, as a member and delegate during his 36 years of employment with the state Department of Transportation, before becoming DOT Commissioner. He also chaired the committee that planned construction of CSEA's Albany headquarters building at 33 Elk Street.

In other region conference business, Attorney Stephen Wiley assured regional delegates of a CSEA appeal of a Niagara County-Triborough decision which was handed down recently in state Supreme Court.

Statewide Treasurer Barbara Fauser and Region VI Treasurer Joan Poisella provided a certified treasurer training session for local and unit treasurers.

Region President Robert Lattimer reinforced Hennessy's call for action by union activists to "remove Reagan and get Mondale elected." He said CSEA members can do their part by "getting the message to your fellow members, and helping to make sure all our members and friends are registered to vote. It's extremely important."



EMPLOYEE BENEFIT FUND's Jase McGraw, center, talks about the program with Local 315

President Jim Jayes, left, and Local 602 Vice President Kathy Berchou.



STATEWIDE TREASURER Barbara Fauser, right, and Region VI Treasurer Joan Poisella conducted a certification course for local and unit treasurers.

Black history and culture featured in Roswell Park presentations

BUFFALO — The proud history of contributions to American society by Americans of African descent were highlighted in an extensive Black History Month program at Roswell Park Memorial Institute. February is designated as Black History Month.

The program, which included performances by high school students, community cultural artists and CSEA Local 303 members, was entertaining and educational.

"We wanted to share our history with everyone," said Barbara Reese, Local 303 president. "We're really happy with the turnout and response and this is the first of what we hope will be many more."

Reese praised the cooperative effort that was shown by various elements and departments, and the help she received from Roswell Park administration. "They gave us a lot of assistance regarding program printing, a full auditorium and moral support that made it very pleasant for everyone involved," she said. Reese's committee developed a program that included artwork by and about Blacks exhibited in the Institute's hallway art gallery. On the performing side, three dance troupes showed a

wide variety of dance styles designed to entertain and educate.

The Miss Barbara's School of Dance performed modern dance, the Buffalo Inner City Ballet provided insight into modern ballet, and the Ronnie Latham troupe provided the roots and rhythm of African dances. The Varson Community Choir and Prince of Peace Youth Choir provided vocal arrangements from the spiritual sphere and vocalist Marilina White also sang. The Buffalo Public School for Visual and Performing Arts presented a wide range of student performances and RPMI staffer Levarne Clay, a well-known actor on local stages, provided a wide-ranging slide program on Black contributors to theater in America.

The Black History committee members included Carolyn Beaton, Georgia Burnette, Pashion Corbitt, Madeline Easley, Warren Galloway, Verdis Griffin, John Hackney, Mildred Jackson, Noma Roberson, Early Turner and Emma Watson. The committee also expressed appreciation to the print shop, medical illustration and medical photography departments for their assistance in making Black History Month at Roswell a success.



BLACK HISTORY PROGRAM committee members included, from left, Pashion Corbitt, Emma Watson, CSEA Local 303 President Barbara Reese and Louise Hollingsworth.

For Region III members, chance to enhance knowledge

FISHKILL — A series of educational seminars sponsored by the CSEA Region III Education Committee and the union's Education and Training Department will begin Feb. 29 and continue over the next several months throughout the region.

The seminars are designed to enhance members' knowledge of the union and to increase awareness of the many issues affecting members.

Co-sponsored by the Women's Committee and the OSHA Committee of Region III, a workshop on VDTs, scheduled for Feb. 29 at 7 p.m. in the Region III Office, will include a discussion on pending legislation, radiation, work-station layout and the need for a regional survey.

Advanced steward training for those who have completed steward training will be held on March 13 and 20 in Fishkill and on March 14 and 21 at the Middletown Psychiatric Center at 7 p.m.

An OSHA workshop entitled, "Identifying Health and Safety Hazards," will be held on March 28 at 7 p.m. in the Region III office. Safety Committee

members are especially asked to attend this seminar, which will include a slide presentation on safety problems throughout the region.

Advanced officers training for those who have completed officers training will be held on April 3 and 10 in Fishkill and on April 4 and 11 at the Middletown Psychiatric Center.

A seminar on AIDS is planned for April, with date and location to be announced. OSHA staffer Linda Siccardi is interested in learning how many people would like to attend. The program will be presented by the New York State Task Force on AIDS and will be co-sponsored by the Region III OSHA Committee and the Education Committee.

A "major weekend" has been planned for June 8-10 at the Arrowwood of Westchester in Purchase. The program will include workshops on public sector laws as they relate to disciplinary proceedings, labor history, union busting, parliamentary procedure, committee functions and resources.

Anyone interested in attending should call the Region III Office at (914) 896-8180 for reservations. Workshops are limited to 40 persons.

**HOLD IT!
Don't just
throw this
paper away.
Pass it on!**



A lot of effort goes into creating each edition of The Public Sector.

We package information of interest, often unavailable from any other source, for your benefit.

So when you're finished reading an edition, PASS IT ON to someone else where you work who either doesn't receive one or may not read one. It would do everyone a lot of good to learn more about the importance of unionism. You'll be doing them a big favor.

Gov. restores funds after public hearing

Steward testifies for state funding of ski center

HIGHMOUNT — A CSEA shop steward who presented lengthy testimony favoring restoration of state funds to the Belleayre Ski Center was among more than two dozen people testifying at a public hearing last week at the ski center here.

Shop Steward Walt Vosbrink of Mid-Hudson State Employees Local 009 told state Assemblyman Maurice Hinchey of Saugerties, who conducted the hearing, that state funding of the state-owned park in northwest Ulster County was a prudent investment. Hinchey scheduled the public hearing

after Gov. Mario Cuomo's new budget deleted state funding for the facility.

One day after the well-publicized hearing, Gov. Cuomo agreed to restore funding for Belleayre for at least another year. "I think it's just wonderful," Hinchey was quoted as saying, noting that the additional time will be spent looking at alternative proposals to operate the facility, including possibly leasing the operation or having it run by a state authority.

CSEA Local 009 President Carol Peets said that while she, too, is pleased by the restoration of funding, the union would continue its watchdog role in future planning for the facility and its employees. "This was an important gain, but now we must remain alert to see that the best interest of the employees as well as the public is maintained in any future plans affecting Belleayre."

Vosbrink emphasized that while stringent laws govern the ski industry, "areas owned by New York state have additional responsibilities which must be met.

"Privately-owned ski centers need only observe basic laws, and meet the demands of their own individual skiers," he said. "State-owned ski centers must not just observe laws," he pointed out, "we must do everything possible, over and above the minimal legal requirements to insure that operation is in the public interest of every skier and of every taxpayer in the state of New York."

Vosbrink said that state ski centers must be managed as business operations and stressed that "management is a delicate balance between the environment, legal limitations, funding restraints and public and private demand. That the state has, indeed, been able to control this balance is a credit to New York, to the Department of Environmental Conservation and to those charged with managing and operating the ski centers as we know them today."

Vosbrink reminded Hinchey that the ski center includes more than 50 buildings, of which 35 have electrical service and/or heating systems. Several, he said, also include water and sewage systems and

three have food and beverage service areas. The upper and lower lodges both include ski shops, ski schools and first aid stations. The upper lodge houses the administration office and information service, while the lower lodge features a nursery. The area includes seven electrically-powered ski lifts and tows and 25 slopes and trails which are serviced by these lifts. In addition, a snowmaking system which combines different types of equipment for variable weather conditions covers 24 percent of the skiable terrain. A fleet of motor vehicles also is maintained for access to the entire

'Management of state-owned ski centers is a delicate balance between the environment, legal limitations, funding restraints and public and private demand.'

—Shop Steward Mike Vosbrink

facility and for grooming of snow on the slopes and trails. Maintaining this complex system are the employees, 112 of whom are CSEA members.

Expenses at the ski center are fixed, he said. "Though we run tight ships, minimal staffing requirements and supply and material inventories must be maintained throughout the season," Vosbrink said. "Budgets must be always prepared in expectancy of maximum use. However, if maximum use does not occur, we save every penny we can and return unexpended funds to the state, along with our revenues." Vosbrink said that during one slow season, more than \$90,000 was returned to the general fund.

Vosbrink also pointed out that state-owned ski centers are not advertised, and while he was not suggesting that advertising be undertaken, he pointed out that they are not promoted the way privately-owned ski centers are.

Vosbrink concluded that he was certain that "upon completion of a fairly conducted, in-depth study, that management of state-owned ski centers would exceed or match any private operation in existence."



WALT VOSBRINK, a CSEA Local 009 shop steward, testifies that public funding must be restored for the Belleayre Ski Center.

L.I. Region mounting opposition to state takeover of felon probation

HAUPPAUGE — Nassau and Suffolk County probation unit leaders are planning grassroots support of CSEA's opposition to the proposed state takeover of probation for felons.

Whitney Booth, Suffolk County Probation Unit president, and Doug Milne, Nassau County Probation Unit president, were joined by Jim Piersanti, fourth vice president of Suffolk Local 852; Michael Thompson, Special Probation Committee representative from Local 852; and Jim Mattei, Special Probation Committee representative from Nassau County Local 830, in organizing membership opposition to the plan throughout Long Island. Regional Political Action Committee Chairman Michael Curtin and Long Island Regional President Danny Donohue are coordinating the bi-county effort.

"We want to motivate the members working in the probation system, including clerical people, to tell their state senators and assemblymen and women why the state takeover of probation of felons is unworkable," said Donohue.

CSEA president William L. McGowan said a takeover would "fragment probation by establishing parallel systems for felons and misdemeanants and sacrifice 57 effective county probation departments for the sake of New York City's troubled system."

According to Donohue, CSEA will apply pressure in Albany while members in each region tell their legislators why the state takeover should be opposed.

Former regional director dies

HUNTINGTON — Former Long Island Regional Director Edwin J. Cleary died Feb. 15 at the age of 64.

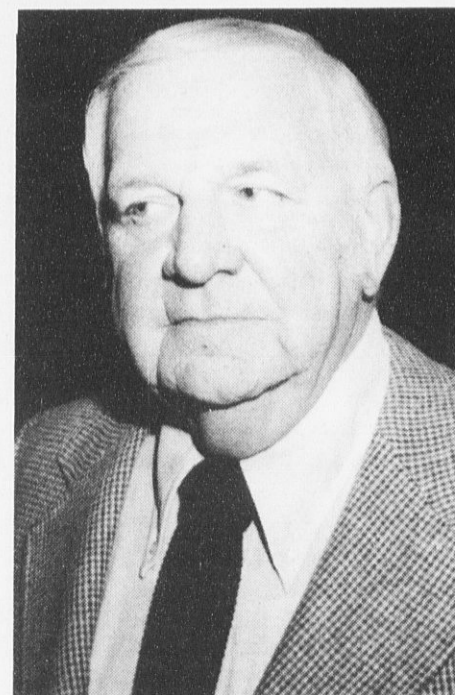
Cleary joined CSEA in 1967 as an organizer assigned to Long Island, becoming the second professional staff member in the area. He was named head of the Long Island Region professional staff in 1971 and helped build up the field staff in the region to 14 members. He retired in 1980 due to health reasons.

Cleary was known for his affable manner and his philosophy that a labor negotiator's strongest armament was his reputation for honesty.

A New York City native, Cleary lived in Huntington for the past 29 years.

He is survived by his wife, Catherine, and their four children.

The family has requested that, in lieu of flowers, donations be made to the American Cancer Society.



ED CLEARY



CSEA OFFICIALS recently presented tapes of a CSEA-developed series on civil service test-taking to the audio-visual libraries of their respective facilities. Dan McHugh, left, of Rochester Psychiatric Center, accepts tapes from RPC Local 420 President Herm Parson, while Ruby Everette of

Monroe Developmental Center CSEA Local 439 makes tape presentation to John Prince, right, of the facility. The instructional tapes are now available on-site for the use of employees at each facility.

NOTICE: Nomination procedure for election of delegates to 1984 AFSCME convention

217 delegates to represent CSEA

ALBANY — Delegates to the AFSCME Convention to be held in San Francisco June 17-22 will be elected from members in good standing of CSEA as of Feb. 1, 1984.

Delegates will be elected on a regional basis. Each CSEA region will elect the number of delegates to which it is entitled on the basis of membership strength in accordance with the AFSCME and CSEA Constitutions. Based on the AFSCME Constitution formula, the following number of delegates will be elected:

Region I — 53
Region II — 20
Region III — 37

Region IV — 37
Region V — 36
Region VI — 34

Expenses for the delegates for transportation and room and board at the AFSCME convention will be paid by CSEA.

If an elected delegate is unable to attend the convention, the individual from that Region who received the next highest number of votes will attend in his or her place.

NOMINATIONS PROCEDURE

Any member in good standing as of Feb. 1, 1984, shall be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of March 3 shall be eligible to nominate delegates to the AFSCME Convention.

Nominations will be made at meetings to be conducted in each Region on Saturday, March 3. Meetings will continue until such time as all those present who desire to make nominations have been given the opportunity to do so.

Persons nominated to serve as delegates from a region must be members of that region and be nominated by members from that region.

Persons nominated need not be present at the nomination meeting.

A qualified CSEA member may nominate as many candidates for delegate as he or she desires, not to exceed the total number of delegates to be elected from that particular region.

The nominator must provide the name, address, work telephone number, home telephone number, Social Security number and CSEA local number of the nominee. Nominations must be submitted on an official form, available at the meeting, and instructions given at the meeting must be followed.

The name of a person who is nominated more than once may appear on the ballot only once. If

nominated as part of a slate, the nominee's name will appear on the ballot as a member of that slate and not elsewhere.

Nominations may be made by slates; that is, a number of individuals who will appear on the ballot as running together or under a particular designation. Persons nominated by slate will appear on the ballot in the order in which they are nominated.

The ballot will provide that individuals who are running on a slate can be elected individually, separate and apart from the slate.

Individuals who make multiple nominations must state whether nominations are made individually or as a slate.

NOMINATION MEETING LOCATIONS

March 3 regional nominating meetings for election of CSEA's delegates to the 1984 biennial convention of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, to be held June 17-22 in San Francisco.

REGION I	10 a.m.	Region I Office, Hauppauge
REGION II	9:30 a.m.	Region II Office, 11 Broadway, Suite 1500, New York City
REGION III	10 a.m.	Region III Office, Fishkill
REGION IV	10 a.m.	Holiday Inn, Latham
REGION V	10 a.m.	Best Western Northway Inn, Liverpool
REGION VI	10:30 a.m.	Treadway Inn, Batavia

Harlem Valley Players act out real life problems



You are a newly hired therapy aide in a psychiatric center and you encounter a highly agitated patient. How will you deal with him so that he does not become violent?

You are supervising four staff members and one is having serious marital problems that are affecting his work. How can you help him without offending him?

One of your co-workers has been coming in late to work each day. Recently his job performance has slackened and today you smell alcohol on his breath. How should you react?



WINGDALE — If you have ever been fortunate enough to see a performance of the Harlem Valley Players (they appeared at the CSEA delegates convention at the Concord in October), you probably took a hand in helping to solve real-life problems like these or others. In skits they perform before many diverse groups each year, the players employ role-playing in which members of the audience are asked to offer solutions to situations which are presented. The performances are so realistic that it is not uncommon for audiences to find themselves quite involved — in some cases becoming quite angry at or sympathetic toward one of the characters.

The Harlem Valley Players began about four years ago, and since then nearly 50 staff members of the Harlem Valley Psychiatric Center have been involved. Many of the players are members of CSEA who find their involvement in the group an enjoyable fringe benefit of their jobs.

Don Pasquall, Jr., a CSEA member, became involved with the group about a year and a half ago. "I find it educational," he said. "It expands your horizons. You're challenged. We deal with emotions here and when you do, you press a button and get a response."

Pasquall says he enjoys performing for younger people. Some of the situations the group has dealt with for a teen audience include drug abuse and peer pressure. How do the kids respond?

"Some kids clam up because it's so close to home, but others face us and challenge us," Pasquall said.

Role-playing has been a useful tool for community groups. Margaret Greco, a CSEA member and employee at Harlem Valley, said she recalled a skit where she played a realtor and Pasquall, a homeowner in a



A PAIR OF PLAYERS — The Harlem Valley Players performed last fall at CSEA's annual convention. The performances are so emotional that audiences can't help getting involved in the act.

neighborhood where the state was planning to open a community home for ex-mental patients. "One man became so upset with me that he shook his fist at me!" Greco remarked.

Greco admitted that, at first, she was reluctant to participate with the group, "but now it's fun and I truly enjoy it. It's been a great opportunity to get involved with the community."

Greco's favorite audience is senior citizens. "They're more outspoken," she said.

Another interesting group for Greco is prisoners, for whom the players have acted out coping with prison life, how to deal with gossip in an institution and how to conduct yourself in a job interview.

The players also perform for new staff members as part of their orientation and training.

Larry Larsen, director of the group, often serves as narrator for its performances, asking members of the audience how they would solve a problem which has been acted out. An Episcopal priest, he says the role-playing helps audiences share what they know about coping.

What happens at a performance is also sometimes very moving, he said. During one performance at the psychiatric center, the players recreated a family Christmas gathering and asked the patients to share happy memories.

"We all ended up singing together, actors and patients. It was a very moving experience," said Larsen.

Performances of the Harlem Valley Players run about 45 minutes long and there is no charge for a presentation. For information about the group, call (914) 832-6611, Ext. 517.

Protest speeds contract for Lindenhurst library workers

LINDENHURST — A noisy demonstration held recently by disgruntled public employees at the Lindenhurst Memorial Library here got the desired results — the attention of management and a settlement of a long bargaining dispute.

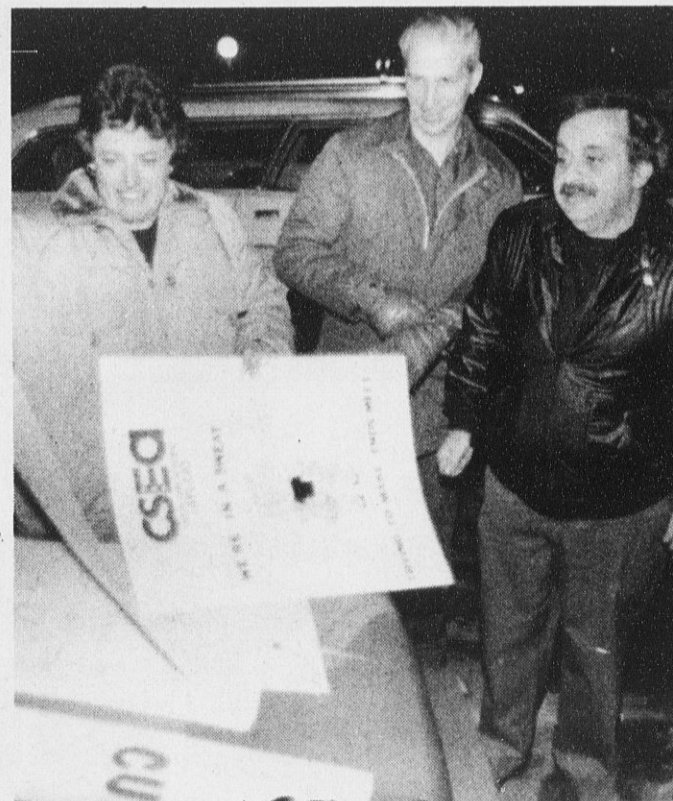
Lindenhurst Memorial Library CSEA Bargaining Unit President Laura Tursi led her unit in the demonstration. That large turnout was joined by CSEA members from other Suffolk County CSEA Local 852 units. Some 40 members from the Lindenhurst School District, town of Babylon and village of Lindenhurst units plus Local 852 supported their fellow members from the library unit.

"The support lent to the library bargaining unit by fellow members from surrounding units is the kind of active participation that makes CSEA a force to be reckoned with," said Long Island CSEA Region President Danny Donohue.

The 30-member bargaining unit had been without a contract since last July. Throughout negotiations the library administration demanded giveback concessions, but the unit resisted. The new two-year contract provides for 8 percent salary increases including increments each year, and gains in contract areas such as sick leave.



Lester Lipkind, CSEA regional attorney, represented the library bargaining unit at negotiations. With Lipkind is Laura Tursi, president of the Lindenhurst Memorial Library bargaining unit.



Cathy Green, president of the Town of Babylon bargaining unit, left, hands out placards to Phil Seconi, building and grounds president of Lindenhurst School District bargaining unit, center, and Stan D'Andrea, president of Lindenhurst School District bargaining unit.

EAP

Joint signing for Region II mental health facilities

NEW YORK CITY — Representatives from mental health facilities in CSEA Region II gathered at regional headquarters here recently to participate in a joint signing of EAP agreements.

EAP — the Employee Assistance Program — is a statewide labor-management program which provides confidential services to employees who seek help for any number of problems which may affect their job performance.

The facilities which took part in the recent signing were Manhattan Psychiatric Center Local 413, Kingsboro Psychiatric Center Local 402, Bronx Psychiatric Center Local 401, Manhattan Developmental Center Local 443 and New York Psychiatric Institute Local 419 (not pictured here).



KINGSBORO PSYCHIATRIC CENTER — Standing, from left, are MaryEllen Mangino, director of EAP for PEF; Patrick Curtin, CSEA EAP coordinator for Region II; Edwin Harris, EAP chairman and PEF division leader at Kingsboro; Lucy Maynard Carbonello, EAP coordinator for the state Office of Mental Retardation; James Murphy, CSEA EAP director; and Robert Nurse, Kingsboro PC CSEA Local 402 president. Seated are EAP Program Manager J. Thomas Going and CSEA Region II President Francis DuBose Batiste.

METROPOLITAN REGION II



MANHATTAN DEVELOPMENTAL CENTER — Standing, from left, are MaryEllen Mangino, PEF EAP director; Margaret Meaders, MDC CSEA Local 443 president; James Murphy, CSEA EAP director; Maurice Halifi, MDC director; Patrick Curtin, Region II EAP coordinator; and Lucy Maynard Carbonello, OMR EAP director. Seated are EAP Program Manager J. Thomas Going and CSEA Region II President Francis DuBose Batiste.



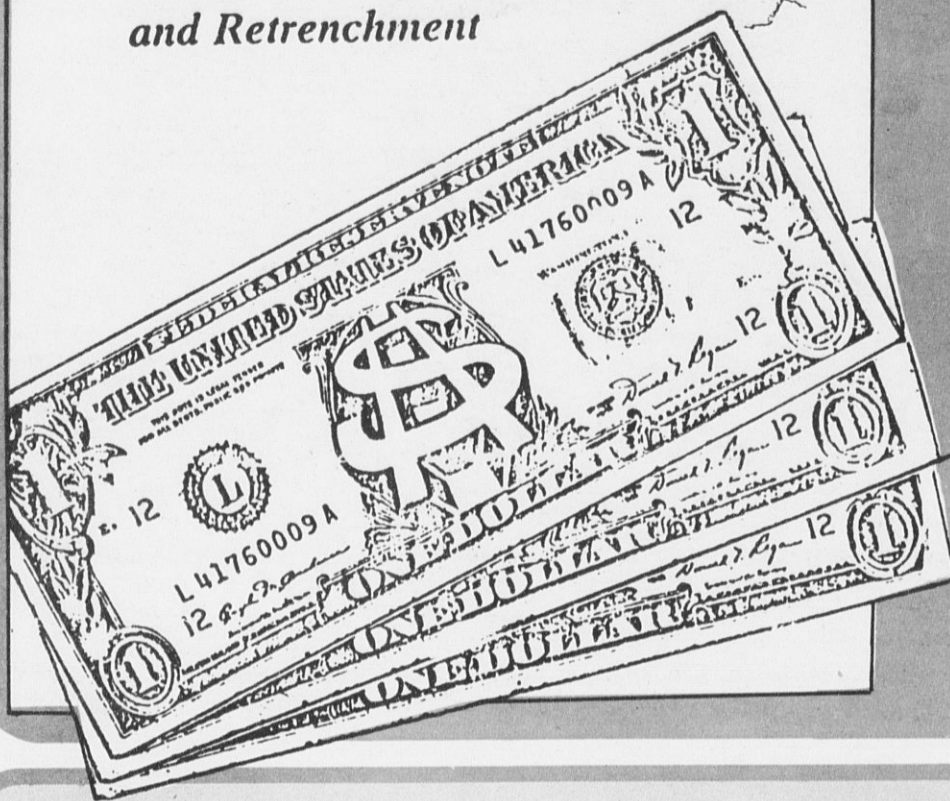
MANHATTAN PSYCHIATRIC CENTER — Standing, from left, are Patrick Curtin, CSEA Region II EAP coordinator; James Murphy, CSEA EAP director; and J. Thomas Going, EAP program manager. Seated, from left, are Roxane Rosario, Manhattan Children's Psychiatric Center; Floyd Payne, CSEA MPC Local 413 president; and Ernest Punter, Bronx Psychiatric Center CSEA local president.



BRONX PSYCHIATRIC CENTER — Standing, from left to right, are MaryEllen Mangino, director of EAP for PEF; Ernest Punter, BPC Local 401 president; Patrick Curtin, Region II EAP coordinator; Ida Rookwood, PEF division leader; Dorothy Sargeant, PEF representative to EAP Committee; James Murphy, director of EAP for CSEA; Lucy Maynard Carbonello, EAP coordinator from the state Office of Mental Retardation. Seated, from left, are J. Thomas Going, program manager of the statewide EAP; Francis DuBose Batiste, CSEA Region II president; Gloria Morales, EAP secretary, Bronx Developmental Center; and Mildred Davis, EAP chairwoman, BDC.

CITY MONEY

*Political Processes, Fiscal Strain,
and Retrenchment*



UNIVERSITY OF CHICAGO
STUDY OF CITIES SHOWS

UNIONS NO STRAIN ON MUNICIPAL FINANCIAL PROBLEMS

**Disproves
a common
anti-union
political
position**

Unionized municipal employees are not to blame for the financial problems of American cities, a recently released University of Chicago study shows.

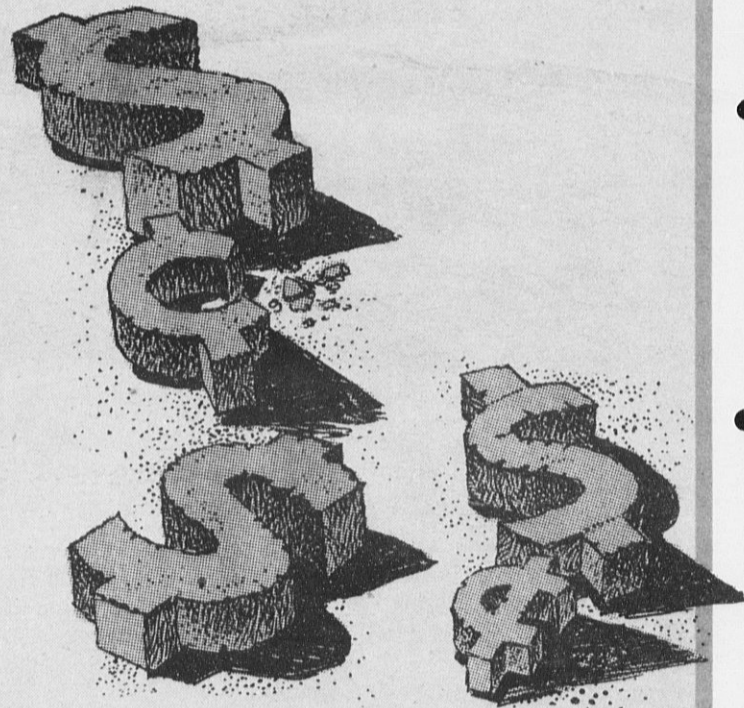
The study, "City Money," written by sociologist Terry Nichols Clark and municipal bond analyst Lorna Crowley Ferguson, argues that union representation of municipal employees does not place a strain on city finances, despite politicians' and others' claims to the contrary.

"Municipal employees have taken more blame than they deserve," Clark said. "They have too often been used as scapegoats in these times of fiscal austerity. This is a difficult but challenging time for municipal employees and political leaders alike. Some cities are working out solutions in creative ways, while others have still much to do."

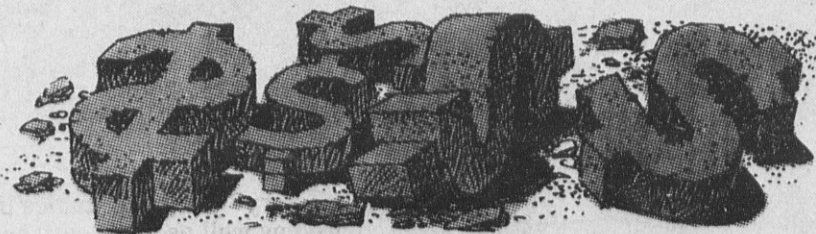
The researchers find city governments trade off employee compensation and workforce size. In cities with highly unionized workforces, like New York or Detroit, city hall hires fewer workers and pays them more. In cities where municipal employees unions are weak or in which workers are not unionized, like Gary, IN,

the government hires a greater number of workers at lower rates of pay.

Clark and Ferguson studied collective bargaining units in 62 American cities.



"Municipal employees have taken more blame than they deserve. They have too often been used as scapegoats in these times of fiscal austerity."



Not responsible for cities fiscal woes

Terry Clark and Lorna Ferguson based their study on analysis of 62 American cities over the past 20 years. Clark calls their product "the most thorough study to date of strain in city finances."

Among the major findings of the study are:

- Unions had no impact on cities' fiscal problems. Cities with strong unions spent no more on workers than other cities, although union strength did affect the numbers of workers and salary levels. For instance, New York City employees earn three times more than workers in Gary, Indiana, but Gary employs many more workers for a city its size than New York.