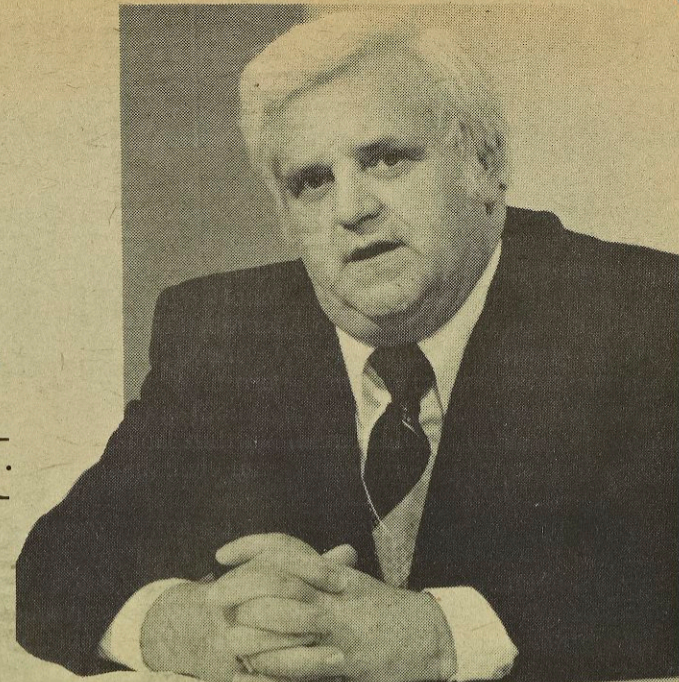


# Public SECTOR

Official Publication of The Civil Service Employee Association

Vol. 2, No. 8 25\*

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## McGowan hits PERB for worst ruling imaginable

ALBANY — CSEA President William L. McGowan said last week that the state Public Employment Relations Board has opened the gates for a potential wave of lies and fraud in future union elections in New York State by denying CSEA's motion to reopen hearings into the 1978 representation election in a state bargaining unit.

In a decision released on November 9, PERB dismissed CSEA's motion for a reopening of hearings in the representation election between CSEA and the Public Employees Federation for the state's Professional, Scientific and Technical bargaining unit.

Incredibly, in the decision PERB said, "An allegation that an employee organization which won an election did not keep its campaign promises after its victory is also not a basis for setting aside the election, as it does not bear

upon the employees' free choice in the election."

"Aside from the injustice of its denial to allow us to present new evidence to support a reversal of this fraudulent election," President McGowan commented, "PERB has created the worst type of precedent imaginable for a supposedly objective body sworn to regulate elections. In effect they are saying, 'If you want to cheat and lie to the voters to get elected, go ahead. We won't stop you.' This is the biggest step backward for decency in union elections in the last forty years."

McGowan and union counsel James W. Roemer, Jr., were reviewing the decision to determine if an appeal to the state courts is possible.

CSEA had objected to the conduct of the April 1978 election on numerous grounds including fraud and state interference. Subsequent to

AN ANGRY CSEA PRESIDENT William L. McGowan last week slammed the state Public Employment Relations Board for having created "the worst type of precedent imaginable for a supposedly objective body sworn to regulate elections. . . . This is the biggest step backward for decency in union elections in the last forty years."

PERB's denial of CSEA's objections, the State Commission of Investigation issued a blistering report on a year long investigation charging PEF President John Kraemer had been a no-show employee for many years and that former officials of the state had worked with Kraemer to decertify CSEA, a violation of the management neutrality provisions of the Taylor Law.

CSEA sought to reopen the hearings citing the SIC report and other new evidence.

## Union wins order against SUNY violations

ALBANY — CSEA has won an order from the Public Employment Relations Board directing the State University of New York to cease and desist from ordering the closing of campuses on the day following the Thanksgiving Holiday and directing CSEA's members to charge those days to accruals.

In the long awaited decision which has been dragged through litigation for several years by the

state, PERB Hearing Officer Robert J. Miller agreed with the union's contention that such closures are violations of section 209-a.1(d) of the Taylor Law constituting unilateral changes in the terms and conditions of employment for state university personnel.

CSEA had asked PERB for the order after the State University began in 1975 to close campuses on

the Friday after the Thanksgiving Holiday citing the common use of the day by employees for vacation or personal days and the potential for cost savings. CSEA, however, raised immediate objections to the practice citing the choice of some employees to work that day and objecting to the concept that management can unilaterally close facilities and force employees to charge accruals in other than emergency situations.

In the nine-page decision, Mr. Miller ruled, "It is undisputed that an unspecified number of employees were unilaterally directed not to report to work on November 26, 1976 and November 25, 1977, and the record clearly establishes that the State did not respond to the overture of CSEA to discuss that specific question. Thus, the charging party has established a violation of Section 209-a.1(d) of the Act. . . ."

CSEA President William L. McGowan praised the decision as a reinforcement of the concept of negotiation. "Management has got to understand that there is no way that we will stand by and let the principle of contractual negotiation be avoided by unilateral changes in terms and conditions in violation of the Taylor Law. The state is fast to grab for the Taylor Law when it wants a club to beat us with and I intend to see to it that our relationship is a two way street. What's good for us is good for them. If we have to live with the

Taylor Law, so will they."

It is not yet known if the State will attempt to stay the Hearing Officer's Order pending an appeal of the decision. CSEA will, of course, pursue implementation of the order prior to the November 22 Thanksgiving Holiday.

## Appeal deadline lifted

ALBANY — There is no longer any time limit on court employees who wish to appeal their Civil Service status, classification, pay grade, or job title.

The Office of Court Administration, at CSEA's request, extended to Oct. 31 the original Oct. 1 deadline for the filing of notices of intent to appeal. CSEA represents 3,500 non-judicial court employees throughout the state, who were affected by a new classification plan that went into effect this year.

But now OCA's chief administrative judge, Herbert B. Evans, has determined that there should be no deadline at all for the filing of the notices of intent-to-appeal.

"We are glad the OCA has made this decision," said CSEA Collective Bargaining Specialist Pat Monachino. "A lot of court

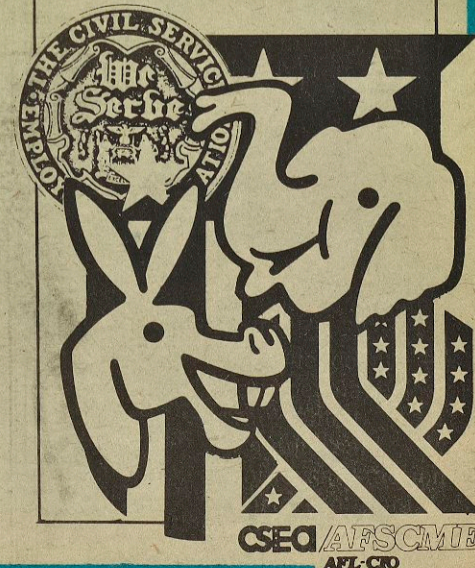
employees have still not had a chance to thoroughly read the new plan and understand how it affects their job."

CSEA-represented court employees who wish to appeal their status, classification, pay grade or title are urged to obtain the proper form from OCA headquarters at 270 Broadway in New York City.

Monachino noted that OCA has also now sent copies of the plan, along with job specifications, to all court locations throughout the state. OCA's failure to do this was one of the reasons the union objected to the appeals deadline in the first place.

"Now that copies of the plan and job specs are available, the employees can see where they stand, and now that the deadline is lifted, they have time to make an intelligent decision as to whether they want to appeal," he said.

Union support translates into power at the polls, and this fact was profoundly reinforced once again in the November 6 general elections when CSEA support was the difference for scores of winning candidates and issues across the state. For a wrapup on CSEA's influence in the recent election contests, see pages 6 and 7.



# CSEA, DC 37 supporting much of same Civil Service legislation

NEW YORK CITY — AFSCME District Council (DC) 37, which represents 110,000 employees of New York City, has a lot in common with CSEA, especially in the area of proposed Civil Service legislation.

When DC 37 held its annual Legislative Conference on Nov. 3, many of the same or similar bills pertaining to Taylor Law modification and Civil Service reform which CSEA either supports or opposes found the same support or opposition from DC 37.

In attendance at the conference, which was held at DC 37 headquarters, were observers from two CSEA locals: Department of Labor Local 250 and Saratoga County Local 846.

The CSEA members included Mike Isacoff, Celeste Asbury, Myrna Broadman, George Caloumeno, William McTygue, Cheryl Sheller and Tina Packer.

Among the proposed legislation which DC 37 members voted to support were:

- Permanent and mandatory agency shop.
- Presumption of arbitrability in public sector labor disputes — Liverpool Doctrine.
- Terms of a contract continue after the expiration of the contract — Triboro Doctrine.
- Public employer must give notice to a union before seeking an injunc-

tions against a strike — injunctive notice.

- Reduce the two-for-one penalty.
- Reduced penalties against a union in a strike when the public employer commits an Improper Practice.

REPRESENTATIVES OF TWO CSEA locals are observers at AFSCME District Council 37's Legislative Conference on Nov. 3 including, from left: (standing) William McTygue, Mike Isacoff and George Caloumeno; (sitting) Celeste Asbury, Cheryl Sheller and Myrna Broadman. They are from Department of Labor Local 350 and Saratoga County Local 846.



DC 37 opposes New York City Mayor Ed Koch's Civil Service reform package, which includes:

- Increasing the number of managers.
- Seniority by year of hiring rather than date of hiring.
- Increasing the exempt class.
- Allowing transfers without employee consent.

The main speaker at the conference, New York State Senate Minority Leader Manfred Ohrenstein, came out in support of agency shop, pension improvements and legalizing public employee strikes as follows:

Agency shop — "We can't continue to have free-leaders. The two-year extension was unconscionable. We will do better next time."

Retirement — Cost of living adjustments are needed to provide security in retirement.

Striking — "You can't legislate against having strikes. You can only legislate penalties for striking. The present law is used by school boards to get rich by provoking strikes and using the two-for-one penalty."

"We need to improve the collective bargaining process. There are more sophisticated ways available to prevent strikes."

DC 37 Executive Director Victor Gotbaum told the conference that public employees can no longer only think in terms of labor legislation. "Almost every bill affects us," he said.

Gotbaum, as he had said at the CSEA Annual Meeting, told the conference how SALT, tax cuts for the wealthy, and other minor cuts to individual tax bills affect public employees.

The director of DC 37's Political Action and Legislation Department is Dr. Norman Adler.



RALPH NATALE, right, a retired CSEA member who held many elected and appointed positions for CSEA, Region I, Local 860 and the Town of Hempstead Unit, is honored Nov. 2 at the Nassau County Local 860 annual dinner dance in Valley Stream. Among those honoring Natale are, from left, Local 860 President Nicholas Abbatiello and CSEA Executive Director Joseph Dolan.

LONG ISLAND REGION I President Irving Flaumenbaum demonstrates his appreciation for Ralph Natale at the Local 860 annual dinner dance which honored Natale, a CSEA retiree. He had served as regional first vice president under Flaumenbaum.

## Nassau Local honors Natale with dinner

VALLEY STREAM — Almost 500 persons turned out to honor retired Nassau County Local 860 Vice President Ralph Natale at the local's 31st annual dinner dance on Nov. 2.

Among the many speakers at the dinner were Local 860 President Nicholas Abbatiello, Region I President Irving Flaumenbaum, Nassau County Board of Supervisors Chairman Al D'Amato and CSEA Executive Director Joseph Dolan.

Dolan also presented Natale with a certificate of appreciation from CSEA President William L. McGowan.

In addition to many guests from the Nassau Local, there were many representatives from the other locals in Region I and from the regional staff headed by Acting Director William Griffin.

Also in attendance was Region II President Jimmy Gripper and a delegation from Westchester County Local 860 led by President Pat Mascioli and County Unit President Raymond J. O'Connor.

Natale organized the Town of Hempstead Unit in 1963 and was its president in 1964 and 1965. He later served as both a local and a regional vice president. He was appointed to the first CSEA statewide Political Action Committee in 1968.

In 1973, Natale ran a close second to victorious Ted Wenzl for President of CSEA.

In Sept. 1979, Natale, because of his retirement, stepped down from his memberships on the CSEA Board of Directors, the statewide Political Action Committee and as a Political Action Fund trustee.

Abbatiello said of Natale: "We salute Ralph for his many years of unselfish service to our union . . . Many of the benefits we enjoy today are a fruition of the labors of Ralph and other dauntless CSEA pioneers."

## Hearings on OCA rules set

ALBANY — Public hearings have been scheduled on a proposed change in the Rules of the Office of Court Administration, which would allow management to extend provisional appointments for up to one year after an eligible list is established.

Under current rules, once an eligible list for a title is set, a person holding a provisional appointment to that job must be displaced within two months (and no longer than four months if a two-month limit would disrupt public services).

CSEA is currently evaluating the rule change.

Hearings on Nov. 26 will be held 9 a.m. at 80 Centre St., Main Floor Hearing Rooms 1 and 2, New York City; 10 a.m. in the Hall of Justice, Room 23, Rochester; 10 a.m. in the Empire State Plaza Justice Building, Courtroom 2, 7th Floor, Albany; and 2 p.m. in the Westchester County Courthouse Ceremonial Courtroom, first floor, 111 Grove St., White Plains.

Hearing also will be held 2 p.m. Nov. 27 in the Supreme Court Building Appellate Term Courtroom, third floor, Mineola; 10 a.m. Nov. 28 in the Surrogate's Courtroom, County Center, second floor, Riverhead; and 2 p.m. in Supreme Court, County Center, Courtroom 13, Hauppauge.



Al Vincent  
President, Local 615

## Communications revitalize Upstate Medical Local 615

SYRACSE — CSEA's new emphasis on communications is paying off in a big way at Upstate Medical Center Local 615.

Local 615's recently installed president, Bob Vincent, reports since taking office in early October, 150 Upstate Medical Center employees have joined the local.

"What's most important, there's already better communication in the local. Communication is the name of the game," he said.

"The officers can't respond to problems if they aren't told what they are," he said.

Vincent said he hopes to use social

activities also as a means of acquainting members with their officers so the members know where to take their problems.

"The whole thing just snowballs," he said in assessing the current revival of interest in the local.

Those 150 new members also are largely the result of the vigorous efforts by Membership Chairperson Bill LaPointe and committee members Eddie Johnston, Chuck Licardo and Kathy Collins. "The committees work better when they see there is interest in their work," he said.

"Of course, I am also grateful for the 100 percent cooperation of Past President Bill O'Neill.

Others he credits with helping in the rebirth of the local are Central Region President James Moore and the regional staff, including Regional Director Frank Martello and Field Representative Terry Moxley.

"It's communication up and down and sideways that creates cooperation and progress," he said.

The new vigor has communicated itself to management, which is therefore more responsive, Vincent said. He credits his success in naming a member, Dave DiRienzo, to the Center Safety Committee to this new atmosphere.

"Dave not only brings attention to real safety problems, but also reports back to the membership. And we post the pertinent minutes of the committee on our bulletin boards," Vincent said.

## Calendar of EVENTS

### November

- 30 — Local 690 Christmas party, 5 p.m., Italian American Community Center, Albany.
- 30 — Regional reception for retiring and recently retired CSEA members, Executive Inn, 4243 Genesee Street, Cheektowaga. Cocktails, 6:30 p.m.

### December

- 1 — CSEA Local 615 Upstate Medical Center annual Christmas party, 7 p.m., campus activities building.
- 1 — Seneca County Local 850 annual Christmas dinner-dance, Boatyard Restaurant, Waterloo, N.Y. — 6:30 p.m.
- 1 — State contracts informational meetings, 9:45 a.m. Administrative Unit meeting, Treadway Inn, Batavia; Operational and Institutional Units meeting, Holiday Inn, Batavia.
- 4 — Region IV County Local Presidents meeting, 2 p.m., Ramada Inn, Albany.
- 4 — Region IV State Local Presidents meeting, 6 p.m., Ramada Inn, Albany.
- 7 — Region I annual Christmas party, 8 p.m., Huntington Town House. Tickets requests at regional office, 516-691-1170.
- 14 — CSEA Night at New York Appollo's soccer game, Nassau Coliseum, Uniondale.

## Grievance filed in Schenectady

SCHENECTADY — The Schenectady City School District Unit has filed a grievance against the district in an attempt to prevent the district from imposing its own health insurance plan on the employees.

In a move which CSEA considers to be a contract violation, according to Capital Region CSEA Field Representative James Cooney, school administrators recently told the unit president they must accept a policy to be administered by the district.

CSEA objects to this policy because

it believes coverage may be limited to hospitals and doctors in Schenectady only.

In addition, the current policy gives employees the option to buy individual plans when they leave employment, but the school policy does not offer this protection.

The policy may be considered in the future if these differences can be worked out and a review by the CSEA Insurance Department reveals that it provides the same coverage as the existing plan, Cooney said.



IMPROVED COMMUNICATION between the union leadership and the membership is a top priority of CSEA President William L. McGowan. Along those lines, he has scheduled a series of meetings across the state with local leaders to candidly discuss the needs of the membership in each region. Here President McGowan emphasizes a point during meeting in Syracuse with Region V local leaders. At left is his executive secretary, Kathleen Wojtowski, and partially visible at right is Region V President James Moore.

## Retirees honored in Region VI

BUFFALO — A reception in honor of those who have recently left the service of the Civil Service Employees Assn. will be held on Friday, November 30th at the Executive Inn, 4243 Genesee Street, Cheektowaga, was announced by CSEA Regional President Robert L. Lattimer.

Among those to be honored are

retiring regional officers, retired members and officers, and other nominated by their locals.

In the latter category, it is expected there will be many from the State's Professional, Scientific and Technical bargaining Unit, who can no longer serve CSEA.

The reception will begin with a cocktail party at 6:30 p.m.

## Bargaining unit meetings set Dec. 1

BUFFALO — Collective bargaining specialists and members of the negotiating team of the Civil Service Employees Assn. will be on hand in Batavia, Saturday, December 1, to explain the new evaluations to union members in western New York, according to CSEA Regional President Robert L. Lattimer.

All three meetings will begin at 9:45 a.m.

The meeting for workers in the Administrative Unit will be at the Treadway Inn, while those for the Operational and Institutional Units will be at the Holiday Inn.

Both motels are at Exit 48 of the Thruway.



CAPITOL REGION IV PRESIDENT Joseph McDermott attends a recent officers and stewards meeting of Department of Taxation CSEA Local 690 in Albany. Discussing recent CSEA developments with McDermott are Local 690 President Carmen Bagnoli and department representative to the CSEA Board of Directors John Gully.

# Doll display set Nov. 28

ALBANY — The Christmas dolls dressed and decorated by members of Department of Taxation and Finance CSEA Local 690 will be on display at the State Campus and at the Colonie Center shopping mall.

The dolls were displayed at Building 8 of the campus from 10 a.m. to 2 p.m. on Nov. 15 and will be at Colonie Center from Nov. 28 to Dec. 1, Marge Wojcik, chairman of the project, said.

After the dolls are displayed, they are distributed to needy children by the Salvation Army. The local has conducted the project for many years.

# Broadman new Local 350 VP

NEW YORK CITY — Myrna Broadman was elected third vice president of Department of Labor CSEA Local 350 at a meeting of the local's executive board on Nov. 1.

Local 350 President George Caloumeno said the previous third vice president, Dennis Tobin, moved up to fill a vacancy as second vice president, thus creating the opening for a new third vice president.



WITH APOLOGIES TO MORT WALKER

FOR THIS WE SHOULD BE THANKFUL?

## questions and answers



**Q. I recently applied for a part-time job after school. The employer told me I need a social security card. How do I get one?**

A. You can apply for a social security card at any social security office. If you're 18 or older, you must apply in person. You will need evidence of age, identity, and U.S. citizenship or lawful admission status. For more information, contact a local social security office.

**Q. My husband was unable to work for the past 4 months because of a severe illness. I think he should apply for social security disability payments, but he doesn't think he would be considered disabled. What does social security consider a disability?**

A. You are considered "disabled" under social security if you have a physical or mental impairment which prevents you

from doing any substantial gainful work and is expected to last for at least 12 months or to result in death. Vocational factors such as age, education, and work experience may be considered in determining whether a person is able to do substantial gainful work. For more information, contact any social security office.

**Q. My husband died last month. We didn't have any children, but I have a 10-year-old son from my first marriage. Can he get survivors benefits on his stepfather's social security record?**

A. A stepchild may be eligible for monthly survivors checks if he or she was the stepchild of the worker for at least 9 months before the worker's death. You should apply for benefits at any social security office.

## The best information is free.

Accurate, up-to-date publications on social security and supplemental security income are available at any social security office.

Ask for:

▼ "Your social security"

▼ "Estimating your social security retirement check"

▼ "Doing business with social security? Use Teleservice"

Single copies free on request.

U.S. Department of Health, Education, and Welfare  
Social Security Administration

## Exam set for new job

ALBANY — A written examination is scheduled for Jan. 12, 1980, for the newly created position of Automotive Facilities Inspector with the New York State Department of Motor Vehicles.

The job will involve making field inspections and investigations of automotive facilities and investigating and resolving consumer complaints about automotive services.

According to Robert Wong, of the DMV Division of Personnel, there are 100 vacancies across the state for the position.

Applications and additional information may be obtained from the State Department of Civil Service, State Office Building Campus, Albany, N.Y. 12239; Two World Trade Center, New York, N.Y. 10047; or Suite 750, 1 West Genesee St., Buffalo, N.Y. 14202.

## Field representatives needed

ALBANY — CSEA is accepting application for field representative positions for the Central Region V counties of Schuyler, Tompkins, Chemung, Otsego and Delaware.

Resumes should be sent to: Personnel Office, Box 125, Capitol Station, Albany, N.Y. 12224, and must be received no later than Nov. 30.

Minimum qualifications for the positions include (1) high school diploma or equivalency and three years business experience of extensive public contact; (2) a bachelor's degree or graduation from a recognized labor relations school; or (3) some combination of the training and experience.

Candidates must have a driver's license and a car for business use in order to be appointed.

Field Representatives, under the direct supervision of the regional director, have the responsibility to administer CSEA programs and objectives in servicing locals and members.

## The Public Sector

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# Bargaining units in Region IV hold meeting

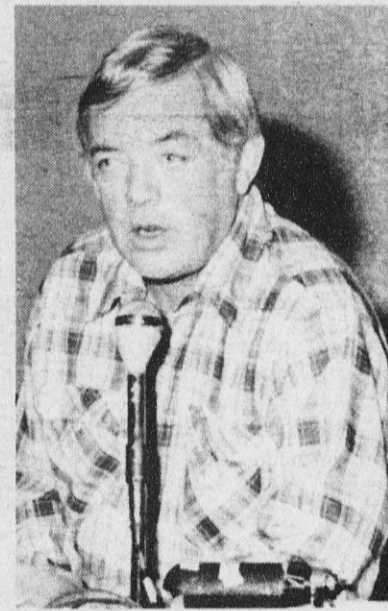
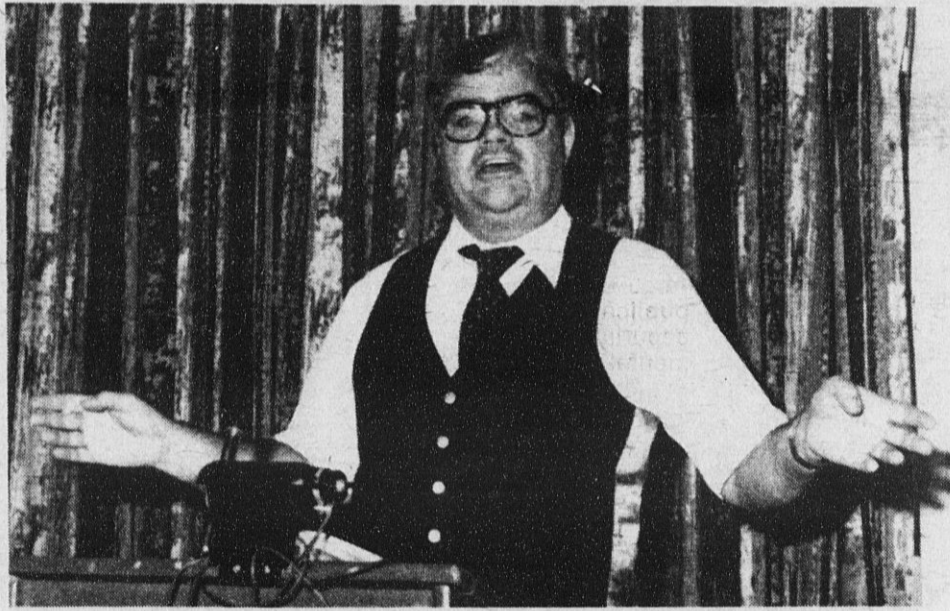


Above, INSTITUTIONAL BARGAINING UNIT representative Carol Snyder signs in at the Region IV State bargaining units workshop Nov. 3 in Albany. Greeting her from behind the table are three regional officers, from left, Julie Braden, secretary; Al Mead, first vice president and Gerald Purcell, second vice president.

Right, DETAILS ON THE NEW EVALUATIONS of employees in the three CSEA-represented State bargaining units are presented at the Nov. 3 workshop by Kumquat Committee member Marie Romanelli.



GRIEVANCES, DISCIPLINARIES AND OTHER CSEA matters are discussed at the Region IV State bargaining units workshop Nov. 3 by CSEA Collective Bargaining specialists, from left, Nels Carlson, Robert Guild and John Conoby. Part of their presentation involves attempting to establish uniformity among the rules governing the Administrative, Institutional and Operational units.



ALBANY — Selected representatives from the three CSEA state bargaining units in Capital Region IV met with three of the union's collective bargaining specialists on Nov. 3 to discuss issues of mutual concern to members in each of the units.

In an attempt to establish more uniformity among the rules governing the three units, Collective Bargaining Specialists Jack Conoby, Robert Guild and Nels Carlson, explained procedures to follow in grievances, disciplinaries and other union matters.

Marie Romanelli, a member of the CSEA Kumquat Committee and president of SUNY New Paltz Local 610 told the group how the new evaluation process for merit raises and increments would be conducted.

Members were informed the Kumquat Committee "will keep on top of all decisions to be sure all employees are treated fairly."

From this group of representatives, one from each bargaining unit will be chosen to represent the Capital Region on the statewide bargaining unit committee recently created by CSEA President William L. McGowan.

## Region IV holds school workshop

ALBANY — Representatives of school district locals throughout CSEA Capital Region IV gathered at a workshop on Nov. 3 where they explored ways to promote unity among their members.

Capital Region Director Jack Corcoran and CSEA Coordinator of School Affairs Arne Wipfler spoke on such issues as fighting challenges to the union, taking part in political action, establishing educational programs for members and checking language in contracts to avoid pitfalls.

Capital Region President Joseph McDermott will appoint a chairperson within the next several weeks to establish a committee which will service school district locals on a permanent basis.

## Johnson wins

NEW YORK CITY — Joseph C. Johnson has been elected president of New York City CSEA Local 010, according to results announced and certified by the CSEA Election Procedures Committee, which conducted the election.

Other newly elected officers are Rose Feurman, first vice president; Nancy Gonzales, second vice president; Willie Raye, third vice president; Joseph Dec, treasurer. Also, Marie Robinson, financial secretary; Madeline Koehan, corresponding secretary; and Ruth Joseph, recording secretary.



CSEA-REPRESENTED SCHOOL DISTRICT EMPLOYEES in Capital Region IV attending a workshop on Nov. 3 hear CSEA Coordinator of School Affairs Arne Wipfler and Region IV Director John Corcoran speak on representation challenges, political action and other subjects.

The results of the Nov. 6 election provided considerable evidence that CSEA is a formidable political force.

Not only did most CSEA-endorsed candidates win on election day, but in two votes where the union had much to gain or lose — Erie County Proposition 1 and Dutchess County Executive — CSEA helped forge smashing victories.

In the following report, *The Public Sector* will provide coverage of the Erie and Dutchess County victories, other key CSEA election victories and the names of most of the victorious candidates from around New York State who received CSEA endorsement.



TOWN OF HEMPSTEAD SUPERVISOR Alphonse D'Amato was re-elected with the support of CSEA. He has been chairman of the county's Board of Supervisors.



## Army of volunteers in Dutchess

POUGHKEEPSIE — CSEA, providing an army of volunteers, played an instrumental role in the re-election of Dutchess County Executive Lucille Pattison on Nov. 6.

In spite of a better than 3-2 Republican - Conservative to Democrat enrollment in the county, Democrat Pattison outpolled her opponent, Assemblyman Glenn Warren, 55 to 45 percent (33,935 to 28,297).

Ms. Pattison's CSEA support came from a unified CSEA consisting of the county and education locals and the many state locals in the county. There are approximately 7,000 CSEA members in Dutchess County.

CSEA Legislative and Political Action Director Bernard Ryan explained that not only is the county heavily Republican, but so is the CSEA membership there.

Party labels had to be stripped from the thinking of the union members, Ryan said. Most of the 100 CSEA

volunteers for Pattison are Republicans.

CSEA supported Ms. Pattison in part because of her open-door policy with the county unit of CSEA Local 814 and the contract she negotiated with the unit; and because of her opponent's anti-union voting record in the State Legislature. He had voted against agency shop and was one of only four of the 150 Assemblymen to vote against the implementation of the CSEA-State contracts, Eileen Shaughnessy of the CSEA/AFSCME Legislative Office said.

What made Ms. Pattison's victory that much sweeter was her opponent making an issue out of her CSEA support. In Warren's radio advertising, he made reference to Ms. Pattison's "union bosses," Ms. Shaughnessy said.

The political action process started Sept. 24 when both candidates attended a candidate's night. Ms. Pattison

received CSEA's formal endorsement at a news conference on Oct. 5.

The first telephone bank was set up at CSEA Southern Region III Headquarters in Fishkill on Oct. 9. On Oct. 22, a second phone bank was established in Poughkeepsie. The phone banks continued to function through the election.

Volunteers from the CSEA locals in the county manned the phones to call their fellow union members. Approximately 6,000 calls were made, Ms. Shaughnessy said.

Also, members were sent two letters from CSEA, urging support for Ms. Pattison's re-election.

On election day, the telephones were utilized to get the vote out in conjunction with volunteer poll watchers who kept track of who was voting. Also campaign literature was distributed during shift changes at state facilities in the county.

ALBANY — CSEA Legislative and Political Action Director Bernard Ryan estimates 85 percent of the CSEA-endorsed candidates were elected on Nov. 6.

The names of those victorious candidates which were submitted to The Public Sector are printed below.

### REGION I Nassau County

Clerk Harold McConnell.  
Board of Assessors Abe Selden.  
Town of Hempstead Supervisors Alphonse D'Amato and James Bennett.  
Town of North Hempstead Supervisors John S. DeVanzo and Michael Tully.  
Long Beach Council Bruce Bergman and Harvey Weisenbert.

### Suffolk County

Executive Peter F. Cohalen.  
Treasurer Jean H. Tuthill.  
Legislators John Russo, Greg Blass, John Loley, William Richards, John Wehrenbert, Muhall Grant, John Finerty Jr., Anthony Noto, Patrick Halpin, John J. O'Neil, Jane Devine and Robert Mrazek.  
Sheriff John Finnerty.

### REGION III Dutchess County

Executive Lucille Pattison.

### Rockland County

Clerk Joseph Holland.  
Legislator Sandy Rubenstein.

### Westchester County

Yorktown Supervisor Nancy Elliott.  
Yonkers Councilman Edward Fagan.  
Legislators Edward Gibbs, Sandy Galef, Edward Brady, John Hand, Carolyn Whittle, John Messina, Diane Keane, Audrey Hochberg, Andrew Albanese, Ronald Rocci, John DeRario, Dr. Joseph Christiana, Leonard Spano, John O'Leary, Carl Calvi and Andrew O'Rourke.

### REGION IV Albany County

Executive James Coyne.  
Comptroller Edward Stack.  
Legislators William McNulty, Jacob Oreshan Sr., Ed Buhrmaster, and James Darbyshire.  
Watervliet Mayor J. Leo O'Brien.  
Watervliet Councilman Louis J. DiNuzzo.  
Cohoes Mayor Ronald J. Canestrari.  
Colonie Supervisor Fred Fields.  
Colonie Justice Nicholas J. Greisler.  
Colonie Highway Superintendent Clayton Russell.

ATTEAWAN STATE HOSPITAL PRESIDENT Larry Natoli had with Dutchess County Executive Lucille Pattison during a reception for Ms. Pattison at the CSEA Annual Meeting. Natoli, POT Local 676 President John Cassidy, right, and the other state locals in Dutchess County in addition to County Local 814 gave considerable support to the successful, upset re-election of Ms. Pattison.

## Will Erie County Proposition 1 Cut Taxes?

# No!

### Vote No On Erie County Proposition 1

CSEA/AFSCME  
the union that works for you

Don't be fooled! Erie County Proposition 1 places no limit on state-mandated programs, such as welfare, which take the highest share of the budget. This Proposition places no limit on federally mandated programs and it places no limit on how much Erie County can borrow. In fact, the only limit Proposition 1 establishes is a limit on your POLICE, a limit on your FIRE, a limit on your LIBRARIES, a limit on your PARKS, and a limit on your HEALTH CARE facilities. With Erie County Proposition 1, there is no limit on increased taxes, only a limit on the vital local services you'll get!

ADVERTISEMENTS IN THE BUFFALO DAILY NEWSPAPERS are part of the successful effort by CSEA and AFSCME which led to the crushing defeat on Nov. 6 of Erie County Proposition 1, a Proposition 13-style, budget-restricting measure.

Chief Councilman Jay Sherman.  
Chief Board members Jim Shehan and Joan Filman.  
Chief Clerk Michael J. Hobcock.

### Columbia County

Siff P. Proper.  
Clerk Supervisor P. Klingner.  
Kerhonk Supervisor J. Scheriff.  
Hon. Supervisor William Troy.  
Hon. Mayor Michael Yusko Jr.  
Hon. Judge J. Leamon.

### Gene County

Legislators Frank DeBeneditto, Albert Sino and William Lawrence.

### Montgomery County

Legislators Richard Healy and Phil Spencer.

### Fesselaer County

Legislators Steve Dworsky, Bill Fagan and P. Casale.  
State Supreme Court Justices Lawrence Kahn and Daniel Prior.

### REGION V Columbia County

Legislators Andy Tei, Marilyn Patriorio, Lei Gokey and Ronald Anderson.

### Columbia County

Executive Sherwood Boehlert.  
Comptroller David Townsend.  
Legislators Robert Julian, Steve Gigliotti,

Angelo Amodio and Russell Williams.  
Rome Mayor Carl Eilenberg.  
Utica Mayor Steve Pawling.

### Onondaga County

Legislators Caryl Frawley, William Sanford, James Salanger, William Lipe, Ken Bush, Minch Lewis, Nicholas Pirro, Edward F. Ryan, David Holihan, Timothy E. Gorman and Gerald J. Mingolelli.

### Tompkins County

Ithaca Mayor Raymond Bordon.  
Supreme Court Justice John Baile.

### REGION VI Erie County

Executive Ed Rutkowski.  
Legislators Rick Anderson, Roger I. Blackwell, Michael Fitzpartick, Lucian Greco, Len Lenihan, David Manz, William Pauly, Richard A. Slisz, William Stachowski and Charles Swanick.  
Evans Supervisor Adella Cook.

### Monroe County

Legislators Edwin Foster, Ralph Esposito, Ralph Quattrociocchi, JoAnn VanZandt, John Stanwix, Eugene Mazzola, Arnold Eckert, Sam Columbo, Eric Peterson, Nan Johnson, David Granth, William Benet, Kevin Murray and Tony Reed.



CSEA SPEARHEADED THE DEFEAT of Erie County Proposition 1, a Proposition 13-style attempt to limit county spending. One of the ways Erie County CSEA Local 815 worked to defeat the proposition was a phone bank manned by the members, including, on left, John Eiss; and below, from left, Carol DaLeo, Maggie McNeela and John DaLeo.

## How Erie fight was won

BUFFALO — CSEA and AFSCME, using considerable political knowhow and approximately 130 volunteers, led the fight to crush a Proposition 13-style attempt to restrict the budget of Erie County.

Erie County Proposition 1, which would have tied changes in the county budget to changes in the county tax base, was defeated, 61 to 39 percent (approximately 115,000 to 74,000).

The Public Sector last week reported on the stunning upset of Proposition 1. The following story will explain some of the effort that went into the defeat of the proposition.

Working hard to defeat Proposition I was a unified CSEA and AFSCME in Erie County.

Ed Draves, of the CSEA/AFSCME Legislative Office, said while the core of volunteers came from Erie County employees represented by CSEA Local 815 (white collar workers) and AFSCME Local 1095 (blue collar workers), the effort also was supported by CSEA education and state locals in the county and AFSCME District Councils 82 (State Security Unit) and 35 (City of Buffalo).

In Erie County, CSEA and AFSCME have 17,000 members.

Telephone banks at Locals 815 and 1095 offices and at CSEA Western Region VI Headquarters in Cheektowaga were used to contact members of the unions about political candidates and the proposition.

A letter from CSEA President William L. McGowan and CSEA Western Region President Robert L. Lattimer was sent to CSEA members in the county to "please vote no on County Proposition 1 on the Erie

County ballot on November 6 and urge your family and friends to do the same."

Also, 60,000 pieces of literature were distributed to union members and to the general public, Draves said.

A media blitz was conducted during the last four days before the vote. Full page newspaper advertisements in both Buffalo daily newspapers and radio commercials during drive time attacked Proposition 1.

On the day before the election, Locals 815 and 1095 demonstrated against the proposition outside the County Office Building in Buffalo. Three of the four Buffalo television stations covered the demonstration, Draves said.

He said the strategy was to use the media late in the campaign to prevent the supporters of the proposition from responding.

The media strategy was formulated by Lattimer; Michael Dowling, AFSCME director of public affairs; Gary Fryer, CSEA communications director; and Dave Kusnet of AFSCME.

Among the supporters of Proposition I were State Comptroller Edward Regan, Congressman Jack Kemp and County Executive Ed Rutkowski, Draves said.

The Public Sector last week incorrectly identified Dominic Savarino, the new political action co-chairman of Region VI, as Dominic Spacone. We regret the error. Regional President Robert L. Lattimer praised Savarino's efforts in helping defeat Proposition 1.



Left, AMONG THE MANY REPRESENTATIVES OF Nassau County Local 830 at the Region I Leadership Conference are Esther Phillips and Nicholas Abbatiello, president of the local.

Below, PILGRIM PSYCHIATRIC CENTER LOCAL 418 President William Chacona, a member of the CSEA Kumquat Committee, speaks with Region I President Irving Flaumenbaum at the Nov. 10 regional leadership conference.



Right, REGION I FIRST VICE PRESIDENT Danny Donohue, center, president of Central Islip Psychiatric Center Local 404, chats with local members Madeline Loretta and John Montalbano.

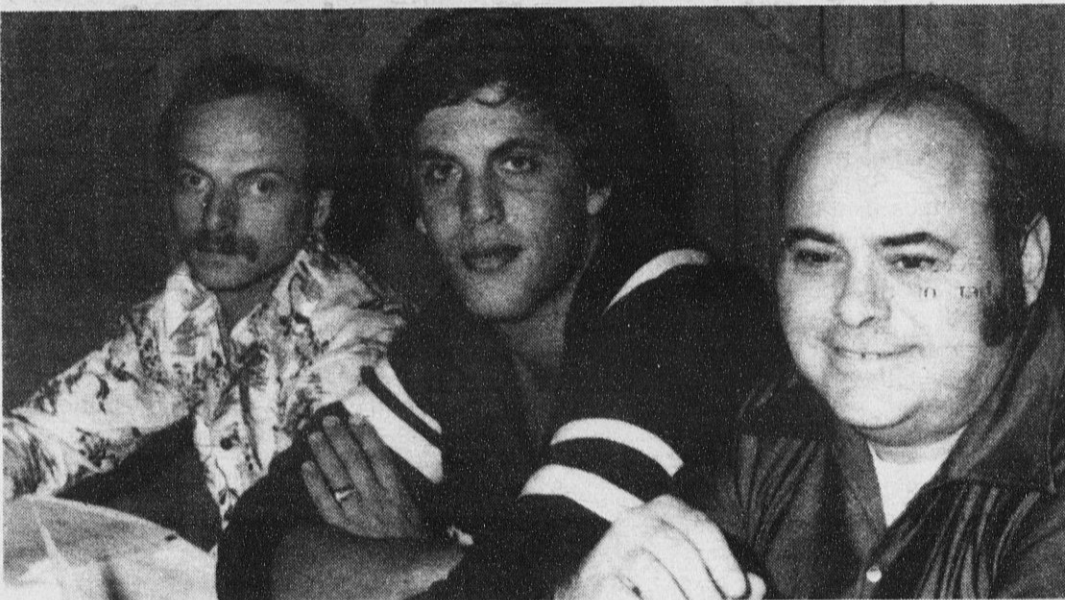


Above, AFSCME INTERNATIONAL Education Director Dave Williams takes part in the presentation by AFSCME at the leadership conference.



Above, SUFFOLK COUNTY LOCAL 852 representatives to the leadership conference include Leah Besserman and Ben Boczkowski, local president.

Right, DEPARTMENT OF TRANSPORTATION LOCAL 508 is represented by, from left, Michael Cirillo, Vincent LeDonne Jr. and Hank Jenny at the Region I Leadership Conference.



## Don't take your protections for granted

HAUPPAUGE — "Those who do not learn from the past are doomed to live it again," warned Dave Williams, AFSCME International director of education, when speaking at the CSEA Long Island Region I Leadership Conference on Nov. 10. Approximately 200 CSEA members attended.

Williams told the meeting of Region I local officers and stewards an informed leadership is necessary to avoid being doomed again.

He reminded the audience union benefits and protections are not to be taken for granted. He quoted a song from the movie "The

Inheritance" which includes the line: "Every generation has to fight for it."

The movie, which was shown at the conference, traces the history of the labor movement in the United States through the 1950s, centering on the Amalgamated Clothing Workers Union.

For example, Williams said as recently as the last two years there have been attempts to revive child labor by proposals to have lower wages for teenagers than for adults doing the same work.

He also reminded the audience private sector unions had more protections and rights in 1936 with

the passage of the Wagner Act than public employees have today.

Other sessions at the leadership conference were led by CSEA members Greg Szurnicki, Nick Avella, Robert Conlon, Danny Donohue, William Chacona, Nicholas Abbatiello, Kenneth Cadieux, and Ben Boczkowski.

Cadieux, former chairman of the CSEA Constitution and By-Laws Committee, spoke on the relationships among the statewide, regional, local and unit constitutions.

Boczkowski, speaking to a stewards' session, said: "The goal is to reach a settlement that both

sides can walk away from with dignity."

Also participating in the conference were CSEA staffers Arne Wipler and Joseph Salvino.

Region I President Irving Flaumenbaum told the conference CSEA's delegates will have to make the decision (by 1981) to continue or not to continue the affiliation with AFSCME.

Flaumenbaum said since the affiliation both CSEA and AFSCME have learned from each other.

AFSCME was represented at the conference by Williams, John Dowling, Robert McEnroe, Steve Regenstreif, Jan Radle and Anita Patterson.

# Report of School Employees panel

The Non-Teaching School Employees Committee has held 6 meetings since the last convention. Meetings were held on December 1-2, 1978, February 3, April 28, June 13, August 9-10, and September 14-15, 1979. The Committee had the opportunity of meeting with general non-teaching membership during two "on-

the-road" committee meetings.

The first such meeting took place in Watertown in December. Approximately 35 members attended the session. The Committee had the chance to listen and react to the concerns of the gathered group. The major issues discussed were the proposed dues increase, unemployment insurance and legislation.

The second regional visitation took place in September of this year. The Committee assembled in Region I at Ronkonkoma. This particular

meeting attracted approximately 50 members from Suffolk and Nassau counties.

Major issues discussed included educational workshop topics and updates on state-wide concerns to school districts. The Committee also conducted a workshop on "the making of a strong unit."

The NTSEC members also availed themselves of the opportunity to be active participants at the International Special Olympics held in Brockport in August. Committee members acted as volunteers working with the handicapped participants at the Olympics.

The Committee also instituted a poster campaign during American Education Week 1978. The state-wide campaign brought to the public's eye the concept of worker equality in the school community. It further promoted the idea of working together for common causes.

Legislative proposals which came from the NTSEC included: Mandated agency shop for local government, Taylor Law reform, transportation parity; small cities funding, and minimum wage for school district employees.

Committee members were involved in a legislation review system with the Coordinator. The LR system was developed in order that pieces of legislation of interest to school employees could be reviewed and commented on before they reached the floor.

The NTSEC members will continue to set goals and follow through to the best of their abilities. It is their desire to help educate and keep informed the thousands of non-instructional employees.

Respectfully submitted,

**Hugh Crapser, Chairman**  
 Les Banks  
 Dolores Ciannamea  
 Carol Craig  
 Michael Curtin  
 Frank Fasano  
 June Ferner  
 Carlo Guardi  
 Dolores Herrig  
 Robert Hughes  
 Priscella Royman



**SPEAKING AT THE NON-TEACHING SCHOOL EMPLOYEES session at the CSEA Annual Meeting is Mike Curtin, Region I non-teaching representative to the CSEA Board of Directors. Sitting at the table are Arne Wipler, CSEA coordinator of school affairs, and Hugh Crapser, non-teaching committee chairman.**



**STATE DELEGATES AT THE CSEA Annual Meeting include, from left, Carolyn Zappe, Hudson Psychiatric Center Local 410; Adele Borakove, New York City Local 010; Rose Marcinkowski, Wallkill Correctional Facility Local 163; and Joseph Conway, Workmen's Compensation Board Local 671.**

## Report of Election Procedures Committee

This report is submitted for informational purposes only.

During the past year, the committee met 18 times to discuss and review protests which had been filed in locals on alleged irregularities in the conduct of local elections.

Each member of the committee was active in his or her respective region, investigating these protests and reporting back to the entire com-

nominating committee. The committee also supervised the run-off election for the board seats from Audit and Control and Mental Hygiene Region 4.

On the statewide election, the committee received seven protests, all of which were investigated and denied.

In June of 1979, the committee drafted a new election protest procedure which was presented to the Board of Directors, adopted by them, and incorporated into the new Model Local Constitutions.

The committee feels that the major portion of election protests resulted from confusion and misunderstanding on the part of the nominating and

election committees concerning the election procedures.

In an effort to make the election process more orderly and uniform, the committee plans to compile an election manual which will be distributed to all locals. The Committees also plans to have seminars in each region prior to the next elections.

Respectfully submitted,

**Genevieve Clark, Chairperson**  
 Gregory Szurnicki  
 Ralph Young  
 Karen Pellegrino  
 Paul Christopher  
 John Whalen  
 Elsie Yudin

## 69<sup>th</sup> ANNUAL MEETING

mittee. During this election year, as of September 28, 1979, the committee had received over 30 inquiries concerning the election process from various locals.

Many of these inquiries necessitated a member of the committee meeting with the local and giving the nominating or election committee advice, information and guidance.

In addition, the committee actually had 34 protests from locals which necessitated investigation by a committee member and a decision by the entire committee. The committee conducted on-site investigations of these protests and, in three instances, formal hearings. Three elections were ordered re-run.

The committee has been called upon to supervise the election of Local 010, and has been working closely with the trustees and the

**THE SUCCESS OF LAST MONTH'S CSEA Annual Meeting is in part due to the outstanding work of the sergeants at arms, including: (standing) Al Varacchi, Moira Greiner, Rick Paradiso, Glenn Erikson; (sitting) Ron Premo, Amelia S. Duncan, Joan Newman and Head Sergeant at Arms John Valle. Not pictured are Tim Drew, Jerry Frieday and Jane Perry.**







MEMBERS OF THE STATEWIDE SOCIAL SERVICES COMMITTEE at the Annual Meeting include, from left, Hawood Quann, Nassau County Local 830; Arthur G. Wegman, Suffolk County Local 852; and David Wilburm Erie County Local 815.

## Social Services report

The statewide Social Services Committee has been actively functioning during the past year attempting to meet the needs of Social Service employees across the State. We as a group, and individually, recognize the importance of making ourselves available to our highly specialized group of Union members.

Our committee has met three times during the past year. The focal point of the sessions was our June 1979 meeting at the County Delegates' Workshop at Kutcher's in Monticello, New York.

As part of the program for the County Delegates' Workshop, our committee had the responsibility for presenting one of the morning sessions. Our topic for this program concentrated on the major issue facing Social Service employees today; namely, "The Implementation of the Welfare Management System".

We had extended an invitation to Mr. Lowell Roberts, director of the Welfare Management System, to join with us to present to those in attendance what the future holds in store for our present welfare system. Mr. Roberts proved to be an excellent speaker and gave us a first-hand look as to the course this Welfare Management System will follow.

Not only was the meeting valuable to us, but Mr. Roberts was pleased and impressed by the reception given to him from the Social Service members present.

The committee is heartened by the attendance and interest shown to us at these county workshops and plan in the future to focus on these as an avenue to reach out to the members and bring them current topical subjects and speakers which prove of interest and help to the membership.

This committee gives to our membership a direct means of communications across the state with

other Social Service employees who share the same problems and mandates. We are available to meet in groups or to serve on a one-to-one basis regarding Social Service matters.

In the legislative field this past year, the committee was involved in working towards the indemnification of county employees. If passed, it would have protected employees from personal lawsuits from disgruntled clients.

We still hope to see some legislation introduced in the future to provide us with this protection. The committee will continue its effort in compiling relevant data to assist the CSEA Legislative Office in successfully lobbying for the bill.

In the months to come, we will still be concerning ourselves with the new social programs coming into being and their affect on future staffing. We welcome any information or suggestions the members can send us regarding the implementation of these systems in their own counties.

At present, the committee is concerning itself with changes being instituted in Child Protective Services, specifically in Erie County. We are doing research into new titles, qualifications and how these changes will affect our present and future members.

The problems involving the use of volunteers and students by county Social Service departments have recently come to our attention. The committee will, in the future, more closely investigate these developments and make recommendations as appropriate.

Respectfully submitted.

Grace Vallee, Chairperson

David Wilbur      Ronald Draper  
Howard Quann     Arthur Wegman  
Kathy Asafaylo   Patricia Thomas

## OCA announces 2 examinations

NEW YORK CITY — The Office of Court Administration has announced the opening of filing for two open-competitive examinations to fill positions in the titles of Court Reporter and Court Interpreter in the Unified Court System throughout the state.

The examination for Court Interpreter, number 45-519, will consist of a written test, to be held Jan. 12, 1980, and an oral test, which will be held at a later date. The minimum starting salary for Court Interpreter may vary from \$10,714 to \$12,263, depending on locale.

The examination for Court Reporter, number 45-523, is scheduled

for Jan. 19, 1980. This examination will be a performance test in taking and transcribing dictation of legal matter at speeds averaging from 175 to 190 words per minute. The performance test will simulate court proceedings.

The minimum starting salary for Court Reporter may vary from \$18,369 to \$21,025, depending on locale.

Filing for both examinations will extend to Dec. 10, 1979. Applications and announcements can be obtained in the courts and court agencies throughout the state, or by writing or coming to the Office of Court Administration, Staffing Services Unit, Room 1209, 270 Broadway, New York, N.Y. 10007.

## OPEN CONTINUOUS STATE JOB CALENDAR

Title	Salary	Exam No.
Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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

# 150 attend training session held by Western Region

BATAVIA — More than 150 CSEA officers and delegates representing 40 chapters came together Nov. 3 to participate in an officers training session conducted by Region VI.

The session was filled to the doorways with both familiar and new faces, as region officials presented a comprehensive course on union topics.

Region VI President Robert Lattimer and Regional Director Lee Frank led the program, covering a broad spectrum of subjects, from legal assistance and political action to the importance of good communication with members.

Lattimer reminded local presidents they are "on par with management," and urged them to remain independent of management attempts at control.

"There's no reason you have to do anything you don't want to do,"

he said. Lattimer reiterated his policy since entering office five years ago that all union meetings, unless reported otherwise, are open to all union members, and he encouraged active participation.

He also noted the absence of several locals at the meeting, and declared that in the future those locals' names who choose not to participate will be made public.

After a brief session together, the group broke up into three segments — local presidents, vice-presidents and delegates were addressed by Lattimer and Frank, secretaries were addressed by Region VI Secretary Judy Burgess and a special training session for treasurers was conducted by Regional Treasurer Barbara Fauser and CSEA staffer Joe Salvino, assistant supervisor of general accounts.

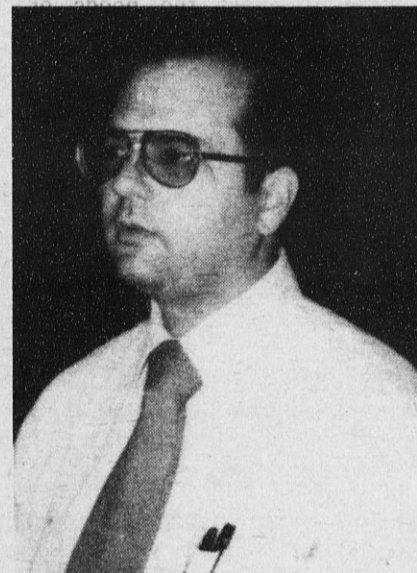


Above, WESTERN REGION PRESIDENT Robert Lattimer speaks to local officers and delegates at a training session in Batavia about the importance of political action to CSEA.

Below, REGION VI Treasurer Barbara Fauser conducts a seminar for local treasurers at the regional training session on Nov. 3.



Below, AMONG THE 150 LOCAL OFFICERS AND DELEGATES at the Batavia meeting are, from left, Lee R. Ryan, SUNY Alfred Local 600; Tom Warzel, SUNY Buffalo Local 602; and Ellaree Butcher, Erie County Local 815.



Above, CSEA STAFFER Joseph Salvino participated in the seminar for local treasurers.



## Harold Towner new president of Local 007

HORNELL — The new officers of Hornell City CSEA Local 007 were recently sworn in. The officers are:

President Harold C. Towner, First Vice President John E. Wallenbeck, Second Vice President John G. Bly, Secretary Karen A. Hollister, Treasurer Gina M. Mazella, Operational Services Representative Robert Polanowski, Administrative Representative Shirley Dunning and Delegate Edward J. Robinson.

The installing officer was Region VI Secretary Judy Burgess.

## New contract ratified by Red Creek schools

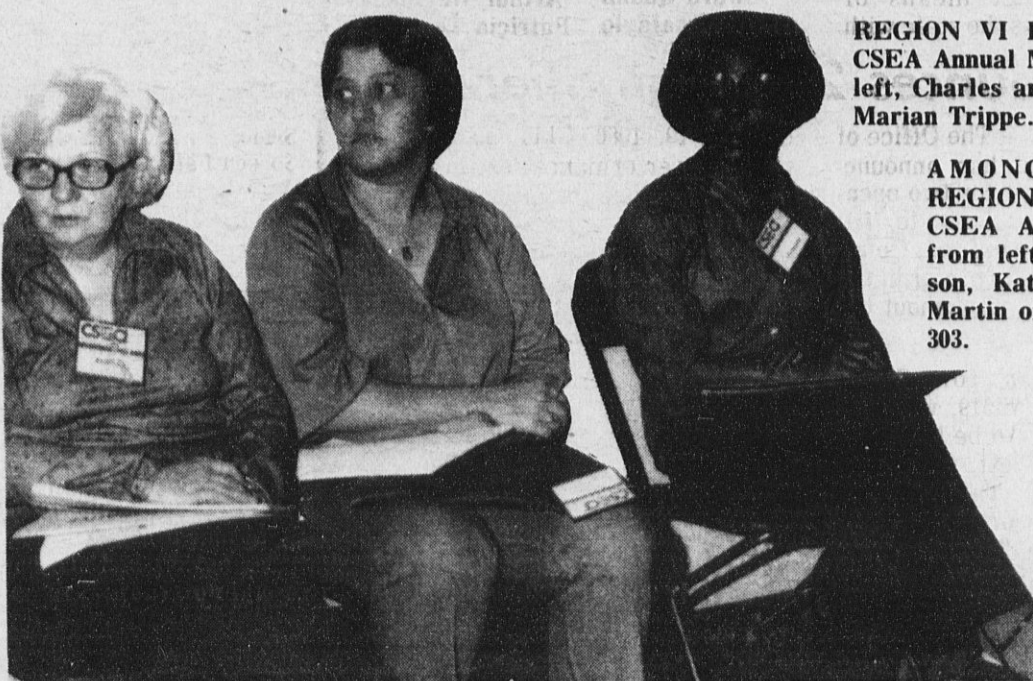
RED CREEK — Workers of the Red Creek School District, represented by Wayne County CSEA Local 859, recently ratified a new one-year contract giving them a 6.25 percent pay increase as of July 1, 1979.

The pact extends grievance filing time from five to 15 days and maternity leave to 18 months, CSEA Field Representative Mark Higgins said.

The negotiating team included Alice Stafford, Joanne Viele, Peg Sherman, Sandy Curtis, Mary Van Liere and Unit President Sue Reese.



REGION VI RETIREES AT THE CSEA Annual Meeting include, from left, Charles and Mary Gormley and Marian Trippe.



AMONG THE MANY REGION VI delegates at the CSEA Annual Meeting are, from left, E. Vivian Richardson, Kathy Gruber and Lily Martin of Roswell Park Local 303.

# Orange Infirmary workers demonstrate over staffing

By BRENDAN COYNE

GOSHEN — Approximately 75 CSEA members employed at the Orange County Home and Infirmary (OCHI) demonstrated in front of the County Government Center, Nov. 2, in protest of short staffing at the facilities.

Due to short staffing, there is low morale and high turnover at the facilities.

Bruce Wyngaard, field representative for the Orange County Unit of CSEA Local 836, was denied the opportunity to address the regular session of the county legislature about problems at OCHI.

CSEA representatives were directed to meet with the legislature's Social Services Committee Nov. 7.

They had already met three times with Orange County Social Services Commissioner John B. Wingate and his staff and with County Executive Louis Heimbach since September.

Wyngaard said he was disappointed at not being allowed to read a statement. He said the denial further demonstrates the county's approach to OCHI that has been "characterized by a lack of commitment."

While they couldn't make their statement, the nurses aides and maintenance staff made their concerns known.

They chanted "Quality care not quantity care" and carried placards with slogans such as, "Your mother and father need help — Helping us is helping them." They also sat in the legislative chambers.

The nursing staff began a job action Oct. 20, saying no longer would one nurse be responsible for coverage of more than one wing. The action has forced nursing supervisors to call in at least two nurses on overtime each day.

The nurses have said their being forced to work short staffed denies adequate care for, and risks injury to the 340 patients in OCHI and the 95 in the health-related facility.

Nurses have been denied personal days and vacation time and have been called in on days off because of short staffing, Kay Cayton, president of the CSEA Orange County unit, said.

Wingate, commissioner since July 1978, said he was "glad everybody came" to the legislative meeting.

"It demonstrates they do care about services at the Home and Infirmary," Wingate said.

"If the state Department of Health recommends that more staff is necessary, we will have an easier time getting legislative approval because of the nurses' demonstration."

Wingate was referring to state Department of Health analysis of patient care requirements, begun Oct. 29. The health department was expected to visit the facilities Nov. 8. Wingate said the results of the study would not be ready for several months.

While stating the OCHI staff is presently at the level authorized by the legislature, he acknowledged receiving conflicting reports on its staffing needs from his own staff and asked the state Department of Health to make its study.

Wingate has said he expects some improvement in staff planning through the new OCHI nursing supervisor, Anna Molloy, who took over Nov. 1.

In its annual survey of OCHI in July, the state Department of Health determined that OCHI administrators were failing to fill vacancies quickly enough.

Wingate said he temporarily brought in personnel from health services companies such as Upjohn Health Care Services of White Plains, with CSEA's approval.

He said he has begun to phase out these workers as nursing aides have become available through training programs of the Board of Cooperative Educational Services (BOCES).

"The county has failed to take any permanent steps to deal with the short staffing problem," Cayton said. "We hope we get some satisfaction when we meet with the Social Services Committee."



EMPLOYEES OF THE ORANGE COUNTY HOME AND INFIRMARY, represented by CSEA, demonstrate in front of the County Government Center in Goshen on Nov. 2 protesting short staffing.

Right, CSEA COMMUNICATIONS SPECIALIST Daniel X. Campbell, second left, and Field Representative Bruce Wyngaard, right, speak with the nursing and maintenance staffers of the Orange County Home and Infirmary during the employees' Nov. 2 demonstration in Goshen.



Below, SIGNS CARRIED IN THE NOV. 2 demonstration in Goshen read, from left: "Understaffing at Orange County Home and Infirmary means poor health care," and "Don't your elderly deserve better than custodial care?"



ORANGE COUNTY UNIT PRESIDENT Kay Cayton, see arrow, confers with CSEA Field Representative Bruce Wyngaard, in the audience area of the legislative chamber of the County Government Center in Goshen. Two seats to the left of Wyngaard is County Social Services Commissioner John B. Wingate. Most of the seats are filled with CSEA members.

