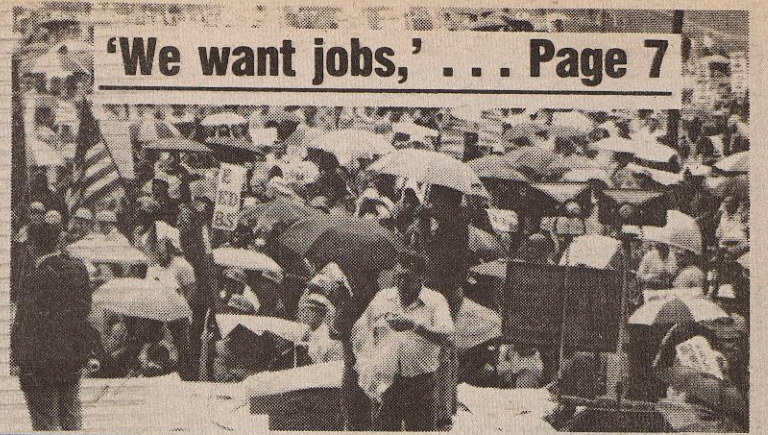




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25th
International
Convention,
Pages 10, 11
and 12



'We want jobs,' . . . Page 7



Public SECTOR

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THANKS FOR YOUR SUPPORT seems to be the enthusiastic gesture from CSEA's candidate for governor, Mario Cuomo, as he completes his remarks to the crowd gathered at the MONY Plaza following his arrival in downtown Syracuse recently. (See story, photos, Page 15)

McGowan: 'This issue isn't over yet . . .'

Tier III extension expected

ALBANY — After pulling off a virtual political coup by temporarily derailing an agreement between Gov. Hugh L. Carey and legislative leaders to again extend the unfair Tier III of the state's Employee Retirement System, at Public Sector press time a massive lobbying effort by CSEA appeared unable to push lawmakers into reforming a system which virtually everyone agrees is rampant with inequities.

"We put on pressure over this issue like we never have before," said CSEA President William L. McGowan, "and our regions, our locals and the rank and file were right there besides us in our lobbying efforts. But in the end it's looking more and more like the political leadership in this state is more concerned with expediency than it is with justice."

At Public Sector press time, union lobbyists were still at work at the state Capitol trying desperately to convince lawmakers that they should reform Tier III now, but with the legislative session winding to a close and the governor, Senate and Assembly apparently unable to agree on just what form overhaul of Tier III should take, it appeared that the legislature was about to enact another one-year extension of the Tier III legislation.

Should the legislature enact the extender bill as is now expected, Tier III employees would remain in their current status until April 1, 1983.

"This issue isn't over yet and if we can't pull it off this time, then we'll be back after them next year. Either way this union, its members, and the 600,000 other public employees in this state will not stand still for a retirement plan that can literally take more money from employees than it will give back," a weary CSEA president said Friday.

The union had joined with 33 other public employee unions comprising the Public Employee Coalition (PEC), representing 900,000 public employees throughout New York, in attempting to force the legislature to reform Tier III.

On June 29, the press reported that Gov. Carey, Senate Majority Leader Warren Anderson and Assembly Speaker Stanley Fink had agreed to cave in to pressure from a coalition of business and public employer interests headed by New York City Mayor Ed Koch to extend Tier III and all of its inequities for another year.

President McGowan responded by personally contacting Republican senators, the strongest backers of the extension, and Assembly Speaker Fink with a reminder that the legislature had "copped-out" on this issue last year when it extended Tier III until this year. Last year the legislature promised no more cop-outs, McGowan told lawmakers.

Calling on CSEA's regional presidents, political action lobbyists and targeted retiree and membership activists, the union mounted an incredible around-the-clock lobbying effort that derailed the leadership's agreement for several days.

As a result of these efforts, Tier III technically expired at 12:01 a.m. on July 1 when the backers of the extension couldn't get enough votes to extend. Yet despite thousands of phone calls and intensive lobbying that tied up lawmakers for 48 hours, it appeared on Friday that there wasn't enough support for a compromise plan which would retain the 3 percent employee "contribution" under Tier III but increase pension benefits to Tier II levels. Without a viable alternative bill, lawmakers seemed determined to go with the one-year extension again.

"We have nothing to be ashamed of," President McGowan said Friday morning while outlining the bleak picture. "We gave Ed Koch and his friends one hell of a fight. We proved to the legislature that this issue won't go away, even if they extend it for another year. We may lose this battle, but we will win this war."

The union leader said there would be an accounting of the lawmakers who thwarted reform of the Tier III system which, unlike Tiers I and II that apply to public workers hired before July 1976, requires a 3 percent employee contribution of gross earnings and "offsets" pension benefits with Social Security benefits.

"We will let those 300,000 Tier III workers know who was with them and who was against them," McGowan pledged, "and those politicians can answer for their actions."

As for the efforts of CSEA's regions, locals and the thousands of union members who responded to the extensive coverage of the issue in The Public Sector with personal letters and phone calls to their legislators, President McGowan said, "This is an example of what our movement is all about. These people did everything humanly possible and they should be proud of their efforts. We proved that we are politically active and we will prove it again in November. We can't have the final say on the floor of the Senate and Assembly, but we can have the final say at the ballot box."

EAP signing



WORKERS' COMPENSATION BOARD Chairman William Kroeger, right, and CSEA Workers' Compensation Local President Brian Ruff sign an Employee Assistance Program policy statement enabling Board members to participate in EAP.

New bill to encourage LOBA in political subdivisions

ALBANY — A new bill backed by CSEA will change the Taylor Law if passed, and will encourage Last Offer Binding Arbitration (LOBA). The change will foster more negotiated contract settlements, said Stephen Wiley, CSEA attorney.

In conventional binding arbitration, both sides try to reach an agreement. If they can't agree on a compromise, PERB-appointed arbitrators decide on a compromise for both parties.

Under LOBA, each party defends its position and at the end of its hearings, gives its "last and best offer" for a settlement. The three arbitrators then select one of the two offers in its entirety.

There is much more cooperation than in conventional arbitration, Wiley said. LOBA gives both sides more incentive to give reasonable and fair offers because the judges will accept only the fairer offer of the two.

"It encourages employers to be reasonable because if they're not, their last offer will be rejected," he said. As a result, both sides tend to compromise and come closer to a negotiated agreement rather than settle on a judgment imposed by an outside arbitrator.

While LOBA and other techniques are permitted now, "we're hoping, by putting it into law, it will encourage more experimentation in LOBA," Wiley said.

"This bill is designed primarily for the political subdivisions," he said, since the state has already been encouraged to try this form of negotiation. At the start of the state's last two contract settlements with CSEA, both parties agreed to allow the use of LOBA.

"We see this bill as one of the most important ones we've introduced this year," Wiley said.

Recession to get worse, study says

WASHINGTON — Answering President Reagan's recent remark that Americans "have to wait" for his economic program to work, the AFL-CIO Public Employee Department (PED) released an independent study showing that Reaganomics will make the recession it caused even worse.

In releasing the study, PED President Kenneth Blaylock said, "We, along with most Americans these days, wondered what would have happened to the U.S. economy if the Reagan economic policies had never been enacted."

"To find out, we used an economic model that enables us to contrast Reaganomics with a forecast based on a hypothetical U.S. economy, one unharmed by the massive corporate tax cuts and budget cuts rammed through Congress last summer," said Blaylock, who also is president of the Government Employees union.

The economic model showing what was likely to have happened without Reaganomics is compared to a forecast of how the economy will look if Reagan's policies are allowed to carry through to the end of 1983. The PED-sponsored study was done by Data Resources, Inc., a leading economic consulting firm.

Blaylock said the study shows that "the nation is, in effect, in the midst of the Reagan recession, and the President can no longer blame his predecessors. He and his supporters in the U.S. House and Senate must share the blame."

"We found that the Reagan program is directly responsible for deepening and broadening and prolonging the recession, and that if it remains in place, it will lead us steadily downward," said Blaylock.

"Reagan says we should wait. We can't afford to wait," he continued, citing rising unemployment, bankruptcies, and high interest rates.

The study concluded that the Reagan economic program is the cause of:

- 200,000 people joining the ranks of the unemployed in 1982 and 500,000 in 1983.
- A decline in real economic growth of 0.6 percent in 1982 and 1.3 percent in 1983 in relation to growth rates projected in the non-Reaganomics forecast.
- Business investment lessened by 2.1 percent in 1982 and 3.2 percent in 1983.
- Auto sales down by 400,000 in 1982 and 800,000 in 1983 compared to the alternate projection.
- About 160,000 fewer housing starts in 1982 and 340,000 fewer in 1983 than otherwise.
- A federal deficit larger by \$19 billion in 1982 and by \$48 billion in 1983.
- State and local revenue shortfalls totaling \$2.9 billion more over the next two years.

The study's alternate forecast assumes that the massive corporate tax cuts — \$750 billion over five years — had not been enacted, that there had been a slight easing of the Administration-backed tight money policy of the Federal Reserve Board, and that the huge income tax breaks for the wealthy had been capped at \$700 per family.

As for inflation, a PED report on the study's findings states that "the recent reduction in the rate of inflation — a fact for which President Reagan has been quite willing to claim responsibility — has had very little to do with his economic program."

Inflation has been declining, said the PED report, mainly because of two "factors that would have taken place regardless of who was president," namely the worldwide oil glut and bumper food harvests.

Blaylock cited the "Reagan recession" as a cause of lower inflation. "If people don't have jobs and money to buy things, prices will come down. That's the Hoover philosophy," he said.

The recession has been made worse, the PED concluded, by "the Reagan administration's simplistic approach to economic policy and their refusal to deal with the increasingly complex interactions of the various sectors of the economy."

Its "supply-side" tax breaks for business, for example, has failed to stimulate business investment because it doesn't deal with the fact that consumers need money in their pockets to buy the things industry produces, the report noted. And business won't invest unless it can count on selling its products and making a profit.

Noting that each percentage point of unemployment adds \$28 billion to the federal deficit, the report said "the quickest way to reduce the deficit is to adopt a budget that would have the effect of putting people back to work and spurring economic growth — a fact which seems to have been forgotten during recent congressional debate over whether or not to freeze the wages of federal workers."

More than half of the 700,000 job losses resulting from the Reagan program in 1982 and 1983 are concentrated in 10 states, said the PED report. These are New York, Pennsylvania, Ohio, Illinois, Michigan, New Jersey, Massachusetts, California, Texas and Florida.



SAFETY SUGGESTION WINNER — Beverly Streifert, center, a physical therapy aide at the Saratoga County Infirmary and a member of CSEA Local 846, receives a certificate and a \$50 safety suggestion award from Lorraine Frollo, left, Infirmary administrator. Cheryl Sheller, CSEA unit president, looks on.



'State barely met the deadline'

COLA payments distributed

ALBANY — "It seems like it never fails. You'd almost swear that the State of New York goes out of its way to do anything it can to get us mad."

That was a common observation among 107,000 state employees represented by CSEA as the State of New York finally began distributing some of the money it owes its employees under contract agreements with the state's largest public employee union.

State workers were furious over unexplained delays by state lawmakers in enacting legislation to implement the new three-year contracts for employees in the state's Administrative, Institutional and Operational Services Units, and about the "domino effect" that delay had on stalling cost of living adjustment (COLA) payments due state workers under the CSEA-state contracts that expired April 1.

At Public Sector press time it appeared that the state had distributed COLA checks to work locations statewide, but barely in time to meet the June 30 deadline specified in the 1979-82 CSEA contracts. The COLA payments, representing as much as 5.25 percent of an employee's earnings in the period from April 1, 1981 through March 31, 1982, are the last piece of the salary increases provided under the "old contract."

Another salary boost is in store for state workers later this month, however, when a 9 percent salary increase, retroactive to April 1, 1982,

shows up in employee paychecks. The state Department of Audit and Control, which processes the state's paychecks, told CSEA that payment should occur for the Institutional payroll on July 22, and for the Administrative payroll on July 28.

But despite the impending arrival of much needed money, many state workers are still furious about the delays in receiving their increases.

"The COLA payments were due prior to June 30, 1982 and it appears that the state barely met the deadline," said a disgruntled CSEA President William L. McGowan, "but our 9 percent salary increase under the new contract was due on April 1 and our people won't be receiving it until mid-July."

"As far as I'm concerned, that's one stupid way to try to improve employee morale in a workforce and its an infuriating reminder that despite all the progress we have made, public employees still have a long way to go before they get the decent treatment they deserve."

While many state workers are livid about the delays in getting the payments they are entitled to, most realize that under the current state laws there is little that can be done to avoid the delays. Many veteran state workers remember this has happened before.

"The problem is that under the law nothing can happen until the legislature endorses the contract negotiated by the Executive Branch

and appropriates money to pay for it," President McGowan said. "This year the Senate dragged its feet before acting. That delay set off more delays and as a result who ends up getting hurt? We do."

"If this state ever hopes to effectively manage its workforce,

somebody damn well better learn that holding money back from people who are barely making ends meet won't make those people more productive, it will only add to the frustrations, the hopelessness and the anger of the people who try their best despite this outrageous treatment to keep this state working."

Public Sector committee formed

ALBANY — CSEA has a new committee comprised of members of the union's statewide Board of Directors to monitor CSEA's official publication, The Public Sector.

The Public Sector Committee, comprised of board members from each of CSEA's six regions and with equal representation from the union's state and county division, is chaired by Catherine Green, Suffolk County Board Representative.

Other committee members by region include: Green, Region I; James Gripper, Mental Hygiene Board Representative, Region II; Pat Mascioli, Westchester County Board Representative, Region III; Shirley Brown, Labor Department Board Representative, Region IV; Thomas Elhage, Oswego County Board Representative, Region V; and Sara Sievert, State University Board Representative, Region VI.

CSEA President William L. McGowan and Executive Vice President Thomas H. McDonough are also members of the committee.

The committee was created by the Board of Directors as part of the transition of The Public Sector to an "in-house" publication last year. The committee monitors the publication, makes suggestions for changes, and advises the board on matters relating to the contracts for printing of the publication, postal issues and budget.

Gary Fryer, publisher of the Public Sector, is staff coordinator for the committee.

Anyone wishing to contact the committee can do so by writing to: Public Sector Committee, 33 Elk Street, Albany, New York 12207.

Region V stewards now number over 1,000

SYRACUSE — An additional 24 members have successfully completed steward training at two separate workshops in the Central Region, bringing the number of trained stewards in the Region to more than 1,000.

The April class of 14 from Onondaga County Department of Social Services Unit of Local 834 included: Frank Forte, Carol Garnsey, Marilyn Cooper, Consuelo Martino, Mark Sheremeta, John Patterson, Alice Greer, Robert Morris, Georgianna LeMay, Patrick Foster, Mary Bowman, William Grome, Signe Nelson, and Robert Jutton. Steward Training Instructors were Nancy Roark and Merwin (Stubby) Stevens.

The May workshop combined steward trainees from CSEA Local 519, Finger Lakes DOT; Local 428, Willard Psychiatric Center; Local 112, Finger Lakes State Park. Graduates included: Kenneth Bean, David Eggersdorf, John Ron, Linda Smithers, Kareen Walberu, Doris Pratz, George MacCheyne, Gerald Samara, Ed Avery and Hugh McDonald. Claire McGrath and Stevens served as instructors.

The new stewards received certificates and cards signed by the CSEA statewide and regional presidents.

In issuing the certificates of accomplishment from Region V headquarters, Jim Moore, regional president, said, "On behalf of the CSEA members you will serve, I want to personally thank each of you for the time and effort spent in gaining important knowledge required to become a steward. You now serve as a vital link between the membership and the elected officials, and we wish you every success in the future."



MEMBERS OF CSEA STATEWIDE Non-Teaching School District Employees Committee recently held an open forum meeting for non-teaching employees in the Capital Region. Among statewide committee members conducting the Region IV forum were, from left front, Walter Weeks of Suffolk County Educational Local; June Ferner from Erie County Educational Local, and Committee Chairman Hugh Crapser of Dutchess County Educational Local. Standing from left are Delores Herrig from Oneida County Educational Local; Myrtle Major of Saratoga County Educational Local, and Carol Craig from Suffolk County Educational Local.

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MARCHING TO A DIFFERENT DRUMMER



LABOR GRADUATES — Six CSEA members and one CSEA staffer were among the 29 students who graduates recently from the Capita District Labor Studies Program, extension division of the New York State School of Industrial and Labor Relations at Cornell University. Pictured at the commencement dinner and ceremony in Albany recently are, from left to right, graduates Peg Wilson, CSEA Education and Training specialist; Sherrie Seeley, of Monroe County CSEA Local 828; Warren Greene, Probation, Fulton County Local 818; Shirley Ponkos, Ichabod Crane Central School District, Columbia County Local 811; and Doris Bourdon and Donna Bubniak, both of Labor Local 670.

Correction

ALBANY — In the June 4, 1982 edition of the Public Sector, a partial listing of the numerous labor organizations which have endorsed the candidacy of Lt. Gov. Mario Cuomo was published. That listing incorrectly included AFSCME District Council 82.

In fact, points out AFSCME D.C. 82 Executive Director John W. Burke, that union has not endorsed any candidate running for office to this date.

The listing, provided by the CSEA's Legislative and Political Action Department, was not accurate and we regret the error.

CSEA wins 4th major arbitration at Upstate Med

SYRACUSE — Over the past two years, CSEA has been involved in four major arbitrations for employees at Upstate Medical Center and won them all.

According to Ken Burwell, first vice-president and grievance chairman for CSEA Local 615 at the large medical facility, the latest victory involved Cletis Moses, an employee who was terminated following an ID Card incident and altercation with security guards at the center on August 26, 1981.

The following day, Moses was brought up on charges and suspended without pay.

Although a grievance was promptly filed through Local 615 officials, it required five scheduled hearings stretching into this year before the case was resolved.

In April, after a delay of more than nine months, a decision was handed down that found Moses guilty of misconduct, but nevertheless directed that he be reinstated with full back pay and benefits except for a four month period.

CSEA regional attorney Earl P. Boyle expressed disfavor with the decision, due to the fact the arbitrator would not accept evidence that a jury trial had acquitted Moses of an assault charge. Boyle argued there was much provocation involved in the incident, a fact which the arbitrator recognized in his decision that stated he was "unable to conclude that the security guards were blameless in this melee."

In expressing pleasure that the case had finally been resolved, Bob Vincent, Local 615 president,

remarked, "Although this is considered a win for the union, it is also unfortunate that the case had to drag on so long. Granted that Cletis (Moses) was reinstated and awarded retroactive pay and benefits, but keep in mind he had to struggle through some rough times without a paycheck or means of support.

The decision will correct some of the wrong, but it can't erase those lean months of waiting between hearings with no income," Vincent said.

Levittown arbitration is a lesson in longevity

LEVITTOWN — Does credit for longevity start when an employer arbitrarily decides, or when the employee starts working?

Of course, it is when the employee starts working, but it took an arbitration case to teach that to the Levittown School District.

Nassau Educational Local 865

recently won a ruling from an arbitrator directing the district to grant longevity pay to two school nurses who had been hired in 1971. The CSEA contract provides for 10-year longevity increments of about \$1,000.

The employer had claimed that credit toward longevity did not start until the two employees were placed on annual salary, some time

after they had been hired at an hourly pay. However, CSEA noted that the employees had been full-time employees from the start.

The case was instituted by Frank Fasano, president of Local 864, on behalf of the Levittown Unit, and was argued by Barry Peek of the law firm CSEA Regional Attorney Richard M. Gaba.

CSEA's Betty Kurtik elected to national board of CLUW

LOS ANGELES — For the first time, a representative of CSEA has been elected as a member of the National Executive Board of the Coalition of Labor Union Women (CLUW.)

Betty Kurtik, a member of CSEA's statewide Board of Directors and a founding member of the Albany Chapter of CLUW, said her election to the national board was especially important, because it will bring women's issues closer to the attention of CSEA than ever before.

Kurtik, who was a CSEA representative to the CLUW meeting, is now one of five AFSCME delegates to the CLUW board. "I was surprised I was elected," she said. "But I do represent a large membership, and CSEA has been very supportive in promoting the goals of CLUW. We need the backing of CSEA leaders, and with people like Bill McGowan and Irene Carr as active members of CLUW, we feel we have that backing."

June Scott, chairwoman of CSEA Women's Committee, said, "I was very pleased to see CSEA send a representative to the CLUW meeting. That action, plus the comparable worth proposal in the recent contract, shows that CSEA leaders are thinking more about women's issues than ever before."

CLUW is not a union, but is made up of women and men who are union members. Since they are working together toward a common goal, and exchanging ideas, they benefit their own unions, Kurtik said.

"By belonging to a group like CLUW that has representatives of all types of unions working together, we get a better idea of what unions are all about and what rights individual union members have," she added.

Members of CLUW come from both the public and private sectors — from the auto, steel and railroad industries, from the postal and teachers' unions and communications industries, among others.

In this period of criticism of the public sector, CLUW gives members from the public employee unions a chance to project a good image and show how much they are needed to fellow members in the private sector, Kurtik said.

CLUW also gives these members an opportunity to work together on issues that different unions feel are important. Their resolutions proposed at the recent meeting reflected the diversity of these issues. Among them were:

- A resolution of support for pay equity and a call to eliminate wage discrimination between traditionally female and traditionally male jobs.

"We've got to try to correct inequities in pay for women's jobs," Kurtik said. "A clerk in a liquor store, who is traditionally male, earns more than a secretary in state government; and a laborer, with no formal training, earns more than a teacher."

- A resolution to foster the development of day care facilities.

- A motion that CLUW members buy solely American-made products made by union members.

- A resolution to encourage schools to teach about the role of women in labor history.

"This is an important one since few people realize what women have done for unions and what unions have done for women," Kurtik said. "It is a fact that women who belong to unions earn more money than women who do not. Union women enjoy job protection denied to non-union ones. And CLUW has provided leadership and experience among women's groups working for such issues as pregnancy benefits, national health insurance, labor law reform, full employment, child care, and occupational health and safety."

GOOD AND WELFARE



Does your work environment work for you?

If video display terminals could talk, they'd tell you they don't work as well where there's glare.

But they can't speak, and workers suffering the pain and strain of such a setup may not realize what's causing their problem. Nor may their bosses.

It's just one example of how the location of office equipment can affect the health problems of those who operate the machines, says Barbara Cohen of the National Institute for Occupational Safety and Health (NIOSH).

A number of visual symptoms are associated with video display terminals (VDT's). Glare is one of the important contributing factors, Cohen notes. Glare tends to wash out the writing on VDTs; it's harder to see, and this may contribute to such problems as eye strain, eye fatigue and headaches.

When people are suffering, obvious-

ly production is apt to suffer, too. If we don't feel our best it's harder to do our best work. Simply paying a bit more attention to designing the work area may result in greater productivity with more comfort and well-being.

When setting up a work area it might be useful to ask such questions as:

- How much heat do different types of machines give off?
- What is their ideal temperature?
- How about the temperature, humidity and other comfort needs of the people involved?
- What are the lighting needs of the equipment and people?
- Is there glare anywhere? (This can cause strain whether or not a VDT is involved.)
- Are chairs and work surfaces such that people get good back support and can work with their wrists and hands at a comfortable angle?



LILLIAN DELALE receives a certificate of recognition for her 23 years of service at her recent retirement from North Babylon High School. Tony Caterelli, third vice president of the CSEA Educational Local, makes the presentation on behalf of the union.

No more overtime, Stony Brook local says

STONY BROOK — "CSEA members are neither slaves nor indentured servants and refuse to be treated as such through ignorant and self-defeating management policies," said Charles Sclafani, president of SUNY at Stony Brook Local 614, about attempts to force members to work on Saturdays.

The payroll unit of the University Hospital has logged more than 1,800 hours of overtime since last August and now the management wants the six member unit to work Saturdays as well, Sclafani said.

Sclafani and Local 614 Vice President Frank Celenano met with the heads of the personnel and the payroll departments on June 11 to issue a protest about working

on Saturdays and to ask management to fill the vacant position in the payroll department.

Management refused either to cancel the Saturday work order or to fill the vacancies and Sclafani is now planning to file grievances against the payroll department and to take the employees' case to the University Chancellor's office if necessary.

"This department is too small. We have six payroll clerks handling the workload for 1,500-employees," Sclafani said. "Making people work excessive and unwanted amounts of overtime is self-defeating because productivity drops rather than increases. We need more help and less hours. That's just common sense."

On Long Island

REGION I PRESIDENT DANNY DONOHUE, right front, presents CSEA scholarships to Diane Burke, center front, and Christine Marie Servedio, left front. Standing from left to right are Local 016 member Christine Servedio; Beverly Burke and husband Frank, a member of Local 830; Nassau County Local First Vice President Rita Wallace; and CSEA scholarship committee member Tom Stapleton. Scholarship winner Burke plans to attend either the State University at Albany or the University of Pennsylvania, while Servedio will attend Dowling College. Missing from photo is the third regional award winner, Helen Yee.



Southern Region

REGIONAL PRESIDENT RAY O'CONNOR, center, presents CSEA scholarships to, from left to right, Peter Krell, Paul Strauss and Patricia Kelly, while Regional Director Thomas J. Luposello, right, looks on. Krell, whose father is a member of Local 844, plans on attending Stevens Institute of Technology, while Strauss, whose mother is a member of Local 853, will enroll at the Massachusetts Institute of Technology. Kelly, whose mother also belongs to Local 853, will go to Siena College.



In Capital Region



CAPITAL REGION PRESIDENT JOSEPH E. McDERMOTT presented CSEA scholarships to graduating high school seniors, from left to right, Deborah J. Churchill, Catherine Ann Duke and Joanne Michele Moroukian. Missing from the photo is winner Dacey Erica Labunski. Churchill, whose father, Leon, works for the State Division of Youth, CSEA Local 559, plans on attending Utica College or Syracuse Univer-

sity. Duke, whose mother, Judith, works for Empire State College, CSEA Local 641, will go to the State University at Stony Brook. Moroukian, whose mother, Rosanne, is with the Department of Labor Local 670, plans on attending the State University College at Brockport. Labunski, whose mother, Judith, is also a member of Local 670, plans to attend Canton College.

Air quality probe

HAUPPAUGE — Accompanied by a group of CSEA staff members, a state Office of General Services air quality technician visited the state office building here last week in response to continued complaints by CSEA members about air quality in the six-story building.

Don Hurley of OGS was taken through the building by Region I Field Representative Nick Pollicino and Nat Zummo, and by Nels Carlson of the CSEA headquarters staff. Hurley, using a Drager Pump which analyzes air quality, checked for gases. He tested the air throughout the building and in areas which house the departments of motor vehicles, labor, education, taxation and transportation.

"We should have some results in the next few weeks from OGS," said Carlson, who coordinates CSEA's safety programs. Union members say they suffer from dry throats, tearing eyes and fatigue — especially in afternoon hours when stale air builds up due to lack of proper air circulation in the building.

Since its construction, the building has been plagued with problems. Several years ago, CSEA members complained about an odor of oil in the building. It was discovered that intakes for the air circulation system were located next to fuel oil tanks. After a wind storm, the buildings glass facade had collapsed.

Independence Day pay

NEW YORK CITY — An arbitrator has defined what the words "in lieu day" mean for 35 Dutchess County employees who did not receive any time off last year when Independence Day fell on Saturday.

Field Representative John Deyo reports that when CSEA filed the grievance, both parties agreed that while the affected employees would receive premium pay (five hours straight time, two hours overtime) as compensation, the question of time off would go to binding arbitration.

The union argued that a day off is required by the collective bargaining agreement which specifies, "should a holiday fall on an employee's normal day off, he shall be granted some other day off with pay in lieu of the holiday. . . ."

The county claimed the extra pay was sufficient to fulfill its contractual obligations. Arbitrator Joel M. Douglas disagreed, noting: "The language of the agreement is perfectly clear and unambiguous. The fact that other compensation was previously awarded to the 35 designated employees is totally irrelevant. On the surface it is clear that they are entitled to the "in lieu day" mandated by the collective agreement."

CSEA
in the
public
service

'Dedicated' MHTA cleared of abuse charge

CENTRAL ISLIP — In the latest in a series of successful defenses of employees against charges of patient abuse, a Mental Hygiene Therapy Aide at the Central Islip Psychiatric Center has been cleared and restored to her job with no loss of pay.

The case involved a 15-year employee who had been evaluated by supervisors as "exceptional" and described by a fellow worker as "conscientious, hard-working and dedicated."

George Donovan, president of Central Islip Psychiatric Center Local 404, declared that "another great injustice has been rectified. The disciplinary action against this employee was a great burden to her, but finally has been lifted.

An arbitrator ruled that the evidence "clearly falls short." The evidence consisted of the accusation of one employee that the accused therapy aide had kicked a patient and slapped another patient four days later. There was no evidence of injury to either patient.

Character witnesses for the defense noted the employee's previous evaluations by supervisors as "exceptional" and co-workers' high opinions of the accused employee. One testified, "I wish her qualities were contagious. She should be given an outstanding evaluation instead of being brought up on charges."

The defense was handled by CSEA Regional Attorney Lester B. Lipkind.

HIGHLAND DIVISION FOR YOUTH FACILITY POLICY STATEMENT ENDORSED — Southern Region President Ray O'Connor puts his signature on an Employee Assistance Program policy statement as Anne Spero, Local 550 president, watches. Spero reports that although the program has just begun, "it has already taken off and is fulfilling a greater need than we expected."



Impasse declared in Onondaga Co.

SYRACUSE — After nine meetings and countless hours in negotiations with Onondaga County officials, CSEA has declared impasse and requested a mediator be assigned by the Public Employment Relations Board (PERB).

According to Roger Kane, CSEA collective bargaining specialist and chief negotiator for more than 3,700 county employees, the union and county are "still far apart" in agreeing to new contract terms.

"Money, of course, is our prime concern," Kane explained, "but we are also at odds over contract language covering dental insurance, a prescription plan, length of the agreement, out-of-title work, mileage for use of personal vehicles, parking, and the seniority clause. The

county wants us to give back the present seniority terms, while we are holding fast to the principle that when two or more employees are qualified for an opening or promotion, the vacancy should be filled by the most senior qualified employee.

"This system not only eliminates favoritism and patronage in job placements, it stabilizes employee morale, he added. Why would any employee work hard to gain a promotion, wait for an opening, if he or she couldn't be certain of fair treatment when it comes to seniority?" Kane said.

The current contract expires June 30, 1982. No date has been set for a meeting with the PERB mediator.



DEPARTMENT OF STATE — Local President Bob Smith, left, discusses Employee Assistance Program matters with Region IV EAP Representative Peter Nardiello before a recent EAP orientation for Department of State employees.

Local 814 contract highlights

POUGHKEEPSIE — Raises, a dental plan, increased mileage payments and the doubling of monies set aside for tuition reimbursement, are all highlights of a contract negotiated for the deputy sheriffs unit of Dutchess County CSEA Local 814.

The pact, retroactive to Jan. 1, awards a 7.25 percent raise this year and 7.75 percent next year. Increments are also maintained as well as longevity payments after 10, 15, 20 and 25 years of service.

A dental plan, administered by the CSEA Employee Benefit Fund, is one of the major breakthroughs won at the negotiating table. There is also a 6 cents increase in mileage payments to 24 cents and \$3,200 will not be set aside annually for tuition payments.

Other features are:

- giving an annual \$1,000 stipend to employees designated by the sheriff as detectives;
- allowing sick leave to be used for illness in immediate family; and
- not requiring the trading in of old uniforms to receive replacements.

Business spends more money to avoid OSHA than it does to correct work hazards

WASHINGTON — Employers are spending more to escape from coverage of the federal job health and safety law than they are spending to correct workplace hazards that kill, maim and disable hundreds of thousands of workers every year, AFL-CIO Occupational Safety & Health Director George Taylor, charged recently.

Industry is not "straining itself" to improve job site conditions, Taylor observed, pointing out that

its major emphasis and most of its resources are concentrated in legal battles and administrative procedures aimed at preventing OSHA from operating. He said the estimated \$3 billion that industry will put into on-the-job health and safety this year is about the same amount industry was spending on that effort before the federal OSHA Act was signed into law 12 years ago.

Questioned by reporters on the AFL-CIO program, "Labor News

Conference," Taylor said President Reagan's OSHA administrator, Assistant Labor Sec. Thorne Auchter, displays "a great deal of enthusiasm" in neutralizing the worker protections that Congress shaped to "end this terrible human carnage."

He said that although he would make only minor management changes and rule-refinements, he "has made fundamental changes" that have actually led to retrogression.

'Jobs . . . jobs . . . we want jobs!'



Rally cry unites labor, unemployed

ALBANY — Despite a torrential downpour, some 2,500 public and private sector union members converged upon Albany's Capitol Park area earlier this week rallying for jobs and fair treatment.

CSEA was among the dozens of labor organizations from across the state that waved their respective signs and banners at the New York State AFL-CIO-sponsored noon-hour Rally for Jobs.

Speaker after speaker chided the Reagan administration and the state Legislature for various failures to protect the interests of the public and private workforce in the state.

"The New York State lottery ticket that you buy with your hard-earned dollar is being printed outside of New York State," said Raymond Corbett, president of the state AFL-CIO.

"The power that moves the subways in New York City comes from Canada, and the Metropolitan Transportation Authority wants to buy subways first from Japan and now from Canada. All of these actions are taking jobs away from workers in New York State and it's got to stop," Corbett said.

Keynote speaker Thomas Donahue, secretary-treasurer of the national AFL-CIO, told the crowd, "It might sound like an exaggeration to say that President Reagan and his economic policy have moved this county back 50 years. But he has moved it back 47 years. In 1935 there were 11½ million unemployed people in this country, the same as now."

The jobless rate is 13.4 percent nationally, Donahue said, and he predicted one of every four blue-collar workers faces layoffs this year.

While the rain hampered full participation by the bus and carloads of unionists that attended the rally, the participants remained determined to stand united on the issue of the need for jobs.

One CSEA group, members from the Tax and Finance Wage Reporting Bureau in Albany, had to endure through a series of minor, last-minute snafus concerning bus transportation to the event. The first bus, carrying 25 riders, left for the rally some 20 minutes late, as the storm was just starting. The second bus, which arrived just as the storm broke, had more than 40 riders.

Said one unidentified volunteer: "We are determined to stand united, wet or dry, employed or unemployed. We all want jobs."



CSEA MEMBERS turned out in force, signs and umbrellas in hand, for the rally . . . above left, a view of the crowd.

Cuomo: 'I have enormous confidence in public service'

KERHONKSON — Calling his unprecedented CSEA endorsement "the single most important thing that happened in the campaign," Democratic gubernatorial candidate Mario Cuomo was received like an old friend when he spoke here at the annual workshop for county and educational locals.

The lieutenant governor expressed gratitude for CSEA's support, saying "it represented not just public employees but hundreds of thousands of families in this state, of people with the kinds of concerns we want to address as governor."

Sharing his ideas about the mood of the nation, Cuomo had this to say: "Currently, there is a vacuum of belief at work in our society because kids are growing up, a whole generation, not really knowing whether there is anything basic to believe in."

And what, he asked, entitles him to leadership? His response was simple: "Belief."

"Hoover was different from Roosevelt. And I think Nixon was different from Kennedy. And I believe that Democrats were always supposed to believe that government has a good purpose. Not that government is bad, that government services are to be

avoided."

Warming up to this theme, the 50-year old son of immigrants described Reaganomics as a system designed to serve no purpose except to help the fortunate avail themselves of their good fortune.

"God helps those whom God has helped," was how he put it. He believes government fails if it doesn't help those who are "left out" improve their lot. His definition of left out includes both the poor and working middle class.

Cuomo vowed unhappiness with government as long as "there are old people still stealing from their free lunches so that they have something to eat at night . . . if there are pregnant women in Oneida County without proper nourishment . . . if a child remains uneducated in the Bronx . . . if a kid drops out in Essex County and has no work."

"A government that tolerates this has failed. This is what we believe," he repeated to thundering applause in what was the emotional highlight of his 30-minute address.

Cuomo, whose standing has been rising in the polls, singled out for



GRATITUDE EXPRESSED — Lt. Gov. Mario Cuomo thanks CSEA President William McGowan for the union's unprecedented support in his Democratic bid for governor at the County workshop.

special praise the union movement which he describes as the guarantor of decency and fairness in society. He warned, however, that such belief has been worn down and must be recaptured.

Continued Cuomo: "I have enormous confidence in public service. I have enormous confidence in our ability to keep the mental institutions intact, and still take people

off the street who are not capable of caring for themselves, and still educate our children with the money needed to educate them, and still do all the good things CSEA and government tries to do.

"I think there is a place in this nation and in this state for old-fashioned democratic principles," Cuomo said, "and that is what this election is all about."

Seminars tailored to needs of county subdivisions

KERHONKSON — An estimated 300 delegates gathered here at the Granite Hotel last week for the Irving Flaumenbaum Memorial Workshop. Among the highlights of the three-day affair were an address by Democratic gubernatorial hopeful Mario Cuomo and a session on "Comparable Worth," as well as intensive seminars which catered to the individual needs of each CSEA political subdivision.

The county workshop kicked off Sunday with seminars hosted simultaneously for probation, school and social service employees. An affirmative action session was held at the same time.

A proposed state-takeover of county probation departments topped the first seminar, headed by guest speaker John Russell, deputy director of the Division of Probation.

The takeover was once deemed a viable alternative to the county's troubled staffing levels, but given the state's economical climate, Russell said, "I can assure you, there will be no wholesale transfer of people or jobs."

"Unions and Equal Employment and "Political Action in School Districts" were the two topics addressed at the non-teaching school employees seminar. Ronnie Steinberg of the Center for Women in Government presented facts and figures about the oppressed role of women in the political subdivisions.

During the second half of the seminar, CSEA Political Action Training Specialist Ramona Gallagher urged delegates to get involved in local school board elections. Most members don't realize money is available from the CSEA Political Action Fund for school board endorsements, she said, citing examples of units which have benefited from electing the candidate of their choice.

The threat of public assistance work programs was addressed at the social services seminar. The "workfare" system, where welfare clients work along side public employees in a token effort to work off their grants, was generally viewed by delegates as an obstacle to promotions and job security.

In some cases, the workfare clients do the job of members on eligibility lists. Delegates were advised by CSEA Director of Field Services Paul Burch, who headed the seminar, to check the language in their collective bargaining agreements to make sure their jobs are protected.

Complete coverage of the 1982 County Executive Committee Workshop, including photographs, will be published in the next issue of the Public Sector.

Westchester County Affirmative Action Officer Joseph Tortelli held the floor during most of the minorities seminar. Tortelli explained that job discrimination is a problem with the societal system, not select individuals.

Women and blacks are not afforded access to top management, Tortelli explained, leaving these minority groups confined to lower level positions. "The system perpetuates itself," he said, stressing that the push for reform must come from government.

After dinner, the Women's Committee held a high-powered workshop on "An Introduction to the Concept of Comparable Worth." (indepth story to follow in next issue of Public Sector.) Five key speakers addressed the pay equity issue which is finally beginning to receive long-overdue attention at bargaining tables across the nation.

During the same time slot, Doug Allen of the National Football League Players Association hosted a seminar on "Bargaining, Strikes and Public Image." (indepth story to follow in next issue of the Public Sector.)

Allen said the association is currently in negotiations with NFL owners. One of the proposals now at the bargaining table includes designating a percentage of the owner's gross profits for player's salaries, Allen said, indicating this would act as an incentive for better performances by players.

The second day of the county workshop began Monday morning with CSEA staff-conducted seminars which included: "Employee Assistance Program" presented by CSEA/EAP Director James Murphy; "Negotiations in the Political Subdivisions" by Education and Training Director Thomas Quimby; "An Overview of Subcontracting" by CSEA Coordinator of School District Affairs Larry Scanlon; "Utilizing Staff Internal Communications for Services" by CSEA Executive Director Joseph Dolan and "Political Action-Grassroots Involvement" by Political Action Training Specialist Ramona Gallagher. These seminars were repeated in the afternoon.

Before dinner, a 2-mile jogger run was held to raise money for PEOPLE — Public Employees Organized to Promote Legislative Equality — the political action arm of AFSCME.

Bill Harris of Orange County was the first runner to cross the finish line with a time of 11:58. The first woman to finish was Penny Bush of Wyoming County with a time of 14:53. (photos and stories in the next issue of the Public Sector.)

The PEOPLE run was followed by a dinner with a "Fifties Night" theme. Contests were held for best costume and dance combos.

The workshop concluded Tuesday with a general business session chaired by CSEA County Executive Committeewoman Mary Sullivan. Lt. Gov. Mario Cuomo, CSEA's endorsed candidate for governor, addressed the delegate body during the morning session. (see related story.)

'We're not going to give up what we have'



TIME OUT — Taking a moment to confer between the demanding schedule of convention meetings were CSEA President William L. McGowan, left, and Region IV President Joseph E. McDermott, both elected AFSCME International Vice Presidents and members of the union's International Executive Board.

From East to West, North to South, delegates unite to battle for hard-won rights

ATLANTIC CITY — They came from everywhere in America. From the West Coast, from the East Coast, from Alaska and Hawaii, from the nation's "breadbasket" to its booming "sunbelt," but they all joined together here last week under a single theme: AFSCME Fights Back!

"We're not going to give up what we have. Not the pay, not the benefits, not the working conditions we've won. And you can be damned sure that we're not going to give up the job of a single member, either," shouted AFSCME International President Gerald W. McEntee in his opening address to some 3,000 AFSCME Delegates, including 223 representatives from CSEA.

Keynoting what was to be a recurring theme by several major speakers throughout the five-day International Convention, President McEntee laid down the gauntlet to the foes of public employees: "We have to have people in Congress who are willing to stand up and fight Reagan, stand up and fight his assaults on the budget, his tax giveaways to business, and his Pentagon follies. We have to have people in Congress who want to rebuild our cities, who want to create jobs, and who want to put this nation back on its feet when the Reagan nightmare ends in 1984, as I know that it will."

And with those words the 25th Biennial Convention of the American Federation of State, County and Municipal Employees, AFL-CIO, was called into order. For President McEntee, it was his first convention as president since he was elected to fill the unexpired term of the late Jerry Wurf last December by AFSCME's International Executive Board.

For CSEA, the Atlantic City convention was the second such meeting to which New York State's largest public employee union had sent a full delegation since the two

giant labor organizations affiliated in 1978.

For all of the 3,000 AFSCME delegates present, however, an even more important milestone had occurred. It was the first AFSCME Convention since Ronald Reagan moved into the White House.

Clearly, President Reagan and the "sunny-side" economic theories known as Reaganomics were the major thrust of the convention.

Former Vice President Walter Mondale, Sen. Edward M. Kennedy, AFL-CIO President Lane Kirkland, John E. Jacobs, president of the National Urban League, Eleanor Holmes Norton, former chairperson of the Equal Employment Opportunity Commission, and AFSCME International Secretary-Treasurer William Lucy all blasted away at the Reagan administration and the human consequences of Reaganomics.

"In November 1980," President McEntee said in his State of the Union address, "the voters of this country pulled the handle of the great political slot machine. When the wheels stopped spinning, the country got its payoff — three lemons straight across: Ronald Wilson Reagan.

"He said he was going to build the economy. Instead, he's tearing it apart. And in the process, he's tearing the country apart as well," McEntee said.

Noting the big tax breaks for business, the bonanza budgets for the Pentagon and the gutting of federal aid to governments, the elderly and the poor, President McEntee was blunt in his judgment: "In effect, Reagan has told the American majority that they can go to hell."

Yet, despite the political climate, public employees have continued to make progress over the past two years, the AFSCME President reported. Pointing to the "pay equity" strike of AFSCME Local 101 in San Jose, California, the fight to

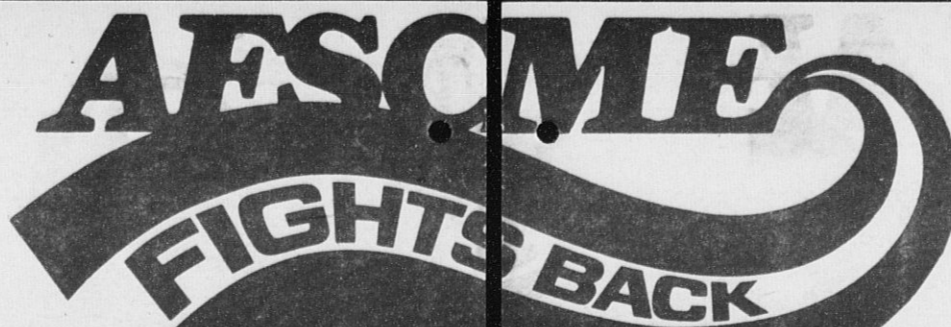


REGION I DELEGATION — Danny Donohue, left, Region I president, is pictured at the convention with Lou Mannellino, right, president of the Department of Transportation Local 508.

keep public hospitals open in New York, and the national fight to prevent wholesale dumping of the mentally ill into city streets, President McEntee said AFSCME is on the move.

Calling for the Brotherhood of Teamsters to "clean up their act" and join the AFL-CIO, President McEntee also said AFSCME will support recruitment of the National Education Association, and the United Mine Workers back into the federation. He also said AFSCME will seek re-entry in the Public Employee Department of the AFL-CIO, but on AFSCME's terms.

"With AFSCME's voice and AFSCME's strength and AFSCME's determination the AFL-CIO can protect and expand this nation's social contract — the contract that should be binding government to the service of all people of this nation."



Look for more coverage of events at the 1982 25th Biennial Convention of the American Federation of State, County and Municipal Employees in the AFSCME official publication, the *Public Employee*.



TREASURERS TALK — Eleanor McDonald, left, Region III treasurer, exchanges a few words with Barbara Fauser, CSEA statewide treasurer.

REGION IV DELEGATION — Discussing the issues of the day are members representing Region IV. From left to right are Louis Altieri of Schenectady County, Statewide Political Action Chairman Joseph Conway and Kathryn Saddlemyre of Schoharie County.

Numerous resolutions, amendments enacted

ATLANTIC CITY — The one million member American Federation of State, County and Municipal Employees, AFL-CIO, has adopted resolutions calling for a change in the nation's political leadership in this Congressional election year and for a new approach to solving America's economic problems.

As part of the proceedings of the 25th Biennial Convention of the AFL-CIO's largest public employee union held here last week, AFSCME delegates enacted numerous resolutions officially outlining AFSCME's policies in certain areas as well as

enacting amendments to the union's Constitution and By-Laws.

Approved were resolutions:

- calling for a "positive program for economic growth," with major expenditures in maintaining and constructing public facilities and enriching education and job training programs.
- pledging support by AFSCME for the AFL-CIO's proposal to make Election Day 1982 "Solidarity Day II." The object is to back candidates supporting labor interests and opposing the economic policies of the Reagan administration.

- approved AFSCME efforts to increase efforts to achieve pay equity for women.
- endorsed future efforts to rejuvenate and win ratification of the now-expired Equal Rights Amendment.
- urged a freeze on the development of nuclear weapons by the United States and the Soviet Union.
- opposed the "Balanced Budget Amendment" that would mandate a balanced federal budget at any cost. The plan would devastate public services and jeopardize Social Security and other critical social programs.
- approved continuation of AFSCME participation in the Coalition of Labor Union Women (CLUW).
- supported the Solidarity union movement in Poland and victims of oppression in undemocratic countries throughout the world.
- approved efforts to ensure the United Way upholds a labor policy respecting the rights of workers or organize workers.
- called for several internal actions within the AFL-CIO to support mergers of similar unions, revise Article XX of the federation's constitution, and support boycotts called by the AFL-CIO.

Additionally, delegates approved amendments to the AFSCME Constitution to:

- revise delegate election appeals filed within 20 days of an International Convention.
- provide for a special convention to fill a vacancy in the office of International President in the future.
- provide for individual nominating sessions for each Legislative District to nominate International Vice Presidents.
- clarified and strengthened the functions of the International Secretary-Treasurer.
- revised eligibility requirements for local union office in cases of promotions to other local bargaining units.

After a rigorous week, CSEA contingent cites merits of meetings

ATLANTIC CITY — From Montauk, and Westchester, Albany, Plattsburgh, Watertown, Binghamton and Buffalo, they came as elected delegates, some 223 CSEA members comprising the single largest delegation attending the 25th Biennial Convention of the American Federation of State, County and Municipal Employees, AFL-CIO.

Headquartered within comfortable walking distance of the site of the delegate meetings, the famous Atlantic City Convention Hall, CSEA's delegates followed a rigorous schedule following Sunday registration that began with a 10 a.m. delegate session on Monday, and resumed at 7 a.m. the following days with convention workshops and a daily 8 a.m. delegation caucus. The convention didn't conclude until about 1:30 p.m. on Friday.

CSEA President William L. McGowan and Capital Region President Joseph E. McDermott, both elected AFSCME International Vice Presidents and members of the union's

International Executive Board (IEB), chaired the daily meetings where reports on committee action concerning various resolutions and amendments took place, and announcements concerning the convention schedule and delegate events were made.

From there it was a half-mile walk to the cavernous Convention Hall where the CSEA delegation was seated at the front of the delegate floor. Carrying delegate packets overflowing with booklets concerning such issues as upcoming resolutions and proposed amendments to the International Constitution and By-Laws, the delegates had reams of paper requiring review.

Attentive through the remarks of several speakers and watchful as resolutions and amendments were read, amended, combined or withdrawn, CSEA's delegates participated in all of the delegate balloting, most of which was accomplished by voice vote.

Despite several beautiful days of near-perfect weather, delegates were on the job in the glaring lights and frequently overly air-conditioned Convention Hall as virtually every moment of the 10 a.m.-to-3 p.m. meeting agendas was allotted.

"Orderly," "well-run" and "highly organized" was how CSEA delegates described the convention.

"Although I think they spent too much time on the political speeches, I do like the way they handled the business of the

meeting," said Sue Crawford of Region IV. "And they did a great job on preparing the delegates with volumes of information."

Region V's Pat Crandall noted the great difference between AFSCME's and CSEA's delegate conventions. "They have no discussion of issues on the floor the way we do," she explained. "You have to admire how well-run the AFSCME convention is, but at CSEA conventions we believe all our delegates have the right to have their views heard."

Mike Curtin, representing Region I, praised the convention workshops as "excellent." "I found them very helpful, and I particularly like AFSCME's stand on women's issues," he commented. "They are really in the forefront when it comes to looking out for the rights of women on the job."

"I was very impressed with the progress of their women's committee in the area of comparable worth," Pat Crandall added. "And AFSCME has developed such an expertise in the area of Reaganomics."

But Pat Pflieger of Region VI pointed to another aspect of the AFSCME convention she thought ranked highest in importance.

"The most significant thing is that this convention gives our CSEA delegates an opportunity to share ideas with delegates from all over the country," she said. "And what you learn is that we all share the same concerns."

Working men and women key to dispelling nation's woes, speakers tell delegates

ATLANTIC CITY — America is suffering through one of its deepest economic and social reversals, delegates to the 25th AFSCME Convention were told last week, but there is a light at the end of the tunnel and that light shines from the millions of Americans who built this country: working men and women.

In major addresses to nearly 3,000 AFSCME Delegates, including 223 representatives of CSEA, a clear picture was painted of an America in trouble and a labor movement with an equally clear job in November.

"More than ten-and-one-half million men and women are desperately looking for jobs that do not exist," AFL-CIO President Lane Kirkland told delegates Tuesday in the first address to an AFSCME Convention by an AFL-CIO President.

"140,000 families are in the process of being turned out of their homes because they can't make their mortgage payments. Every week more than 440 businesses, large and small are going bankrupt and thousands of savings institutions are in shaky condition and in danger of going under.

"We have five months to find and support candidates for the Senate and House who care about people, and to rally all the people we can reach to see that they are elected," the federation president said.

As for the Reagan record on public employees, former Vice President Walter Mondale made that clear in a convention speech on Tuesday: "Probably the blackest mark on the Reagan administration's record is that it has sought, from the first day it took office, to turn the people of America against their own governments.

"The Administration has denigrated, insulted, undermined, underpaid, and disregarded public employees," Mondale said.

But, he said, "Our public service must be respected again."

"The President came to office promising to restore economic growth and create millions of jobs," U.S. Senator Edward M. Kennedy reminded delegates in a Monday address, "but we are farther from those goals today than at any time in memory. President Reagan may have got a new job after the 1980 elections, but nearly three million Americans have lost theirs," he said.

"By now it should be obvious that Reaganomics has failed," delegates were told on Thursday by National Urban League President John E. Jacobs. "For a year and a half we've conducted an experiment in wishful thinking and all we have to show for it is a deficit projected at half a trillion dollars over the next five years and a raging depression."

Noting that black Americans are bearing a disproportionate share of the Reagan legacy through high unemployment and declining available aid, Jacobs told the delegates that in Reagan's America, "the typical black family is earning just a little over half of what the typical white family earns."

"Yet slowly but surely," Jacobs pointed out hopefully, "the message is coming across that driving the poor to desperation won't solve our nation's problems, it will just make them worse."

Eleanor Holmes Norton, former director of the federal Equal Employment Opportunity Commission (EEOC), told the convention on Wednesday that in addition to its economic failures, "the Reagan Administration is weakening and undermining federal agencies whose mission it is to fight discrimination."

Yet while noting the problems facing the country, speaker after speaker also noted that the administration that was voted in during 1980 could be voted out in 1984. More importantly, a Congress that has given Reagan what he wanted is up for election in November.

"Considering what Reaganism has done in every state and community in the land, it should be easy to persuade our fellow citizens not to send even one more Reaganite to Capitol Hill or the State House," concluded AFL-CIO President Kirkland, "but it won't be easy at all.

"Huge sums of money are being poured into every state to keep Reaganism in the saddle. Our opponents have a tremendous investment in Mr. Reagan and his policies, and they will protect that investment with more money than we can ever hope to raise," he continued.

"Money is important, tremendously important, but it can't do everything. Money can't vote. Only people can vote and people are what this union and the rest of the labor movement are all about. I am confident that this union, as always, will be on the front line of the struggle," Kirkland said.

COMMITTEE MEETS — Members of the Mental Hygiene Presidents Committee are, from left to right, Sue Bucrzinski, chairwoman; Jim Cooney, collective bargaining specialist for the Office of Mental Hygiene; George Boncoraglio, vice chairman; Wanda Lubinski, secretary; and Jason McGraw, collective bargaining specialist.



Bucrzinski named chairwoman of Mental Hygiene Presidents Committee

SYRACUSE — The Mental Hygiene Presidents Committee is now being chaired by Sue Bucryzinski, following the members' vote during the recent State Division Workshop in Syracuse. The committee is comprised of leaders of the almost 50 locals representing OMH and OMRDD members.

Bucryzinski is the Region V Mental Hygiene representative to the statewide Board of Directors and serves as executive vice president of Local 414 at Marcy Psychiatric Center.

Named to serve as vice-chairperson of the committee was George Boncoraglio, who is president of Local 446 at South Beach Psychiatric Center and the Region II Mental Hygiene representative to the statewide Board of Directors. Wanda Lubinski, president of Local 673, will serve as committee secretary.

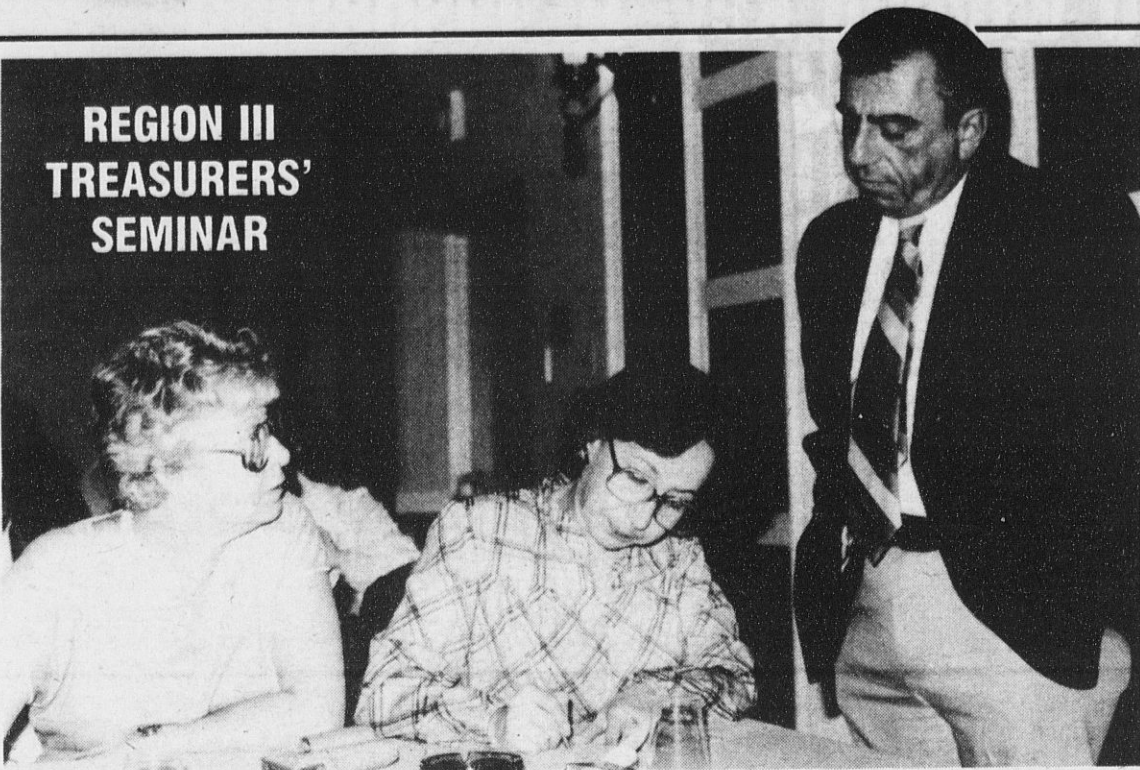
"Our committee was formed 10 years ago and meets frequently to address the problems specific to our members in OMH and OMRDD," Bucryzinski said. "Together, we represent about 47,000 employees, a major portion of the CSEA membership."

"Over the years, the committee has had to face a number of important issues, and we certainly have our share of problems right now," she explained. "There's the governor's plan to turn some of our facilities into prisons. And there's a threat of pending layoffs in OMR."

She added that the OMH and OMRDD labor/management committees are also discussing a number of issues, including community residences, therapy traineeship councils and forensic units.

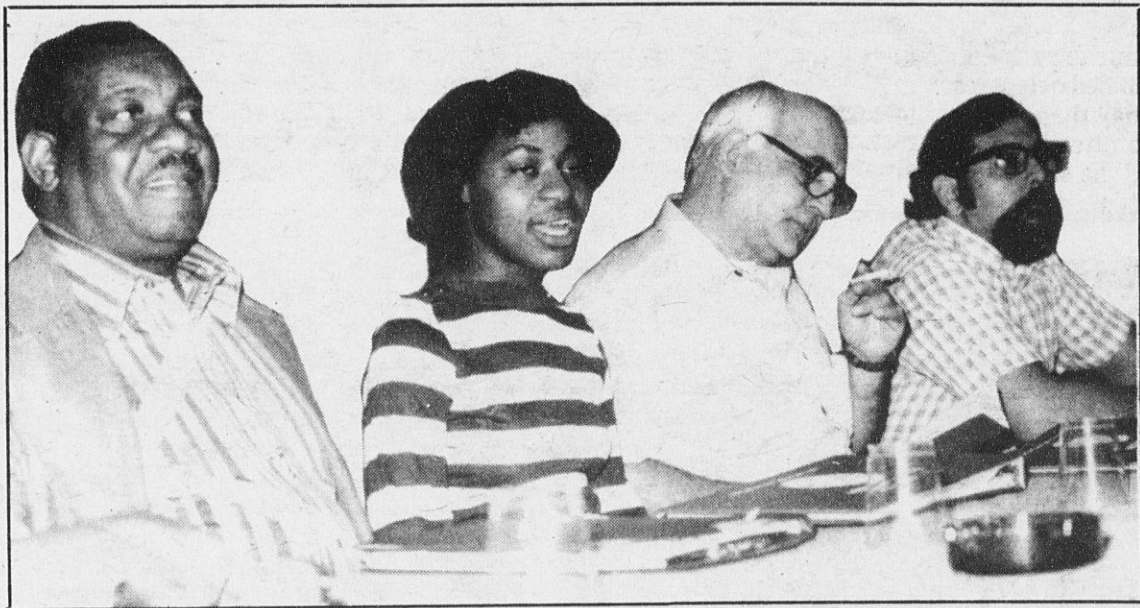
Bucryzinski has been a MHTA and a CSEA member for 14 years. She is employed in Marcy's crisis intervention center, working with the suicide hotline and pre-screening voluntary admissions.

REGION III TREASURERS' SEMINAR



REGIONAL OFFICIALS present at the recent treasurers' seminar in the Southern Region included, from left to right, Education Committee Chairwoman Eva Katz, Program Committee Chairwoman Grace Ann Aloisi and

First Vice President Pat Mascioli. CSEA's financial standards code was reviewed and various treasurers were certified at the June 8 event.



MEMBERS who attended included, from left to right, Chuck Allen and Debbie Jordan of the Department of Transportation Local 507, and

John Bianco and Lou Dirienzo of the Mt. Vernon non-teaching unit of Westchester County Local 860.



SIGNING IN at the session is Division for Youth Local 550 Treasurer Anthony Quosig, left, while Local 550 President Ann Spero waits her turn. Handling registration were

Regional Treasurer Eleanor McDonald and Assistant Supervisor of General Accounts Joseph Salvino.

Pacts ratified

In Watertown, new one-year agreement

WATERTOWN — By a substantial margin, City of Watertown employees recently voted to accept the terms of a new one-year agreement calling for a salary increase and other benefits.

Roger Kane, CSEA collective bargaining specialist and chief negotiator for the 200 employees in the city unit, part of Jefferson County Local 823, said the agreement was reached after several months of negotiations and will become effective July 1, 1982.

Terms of the new pact include an increase of 7 percent plus increment in the salary structure, three added vacation days for all employees, and an increase of from 12 to 32 days association leave for union officials.

Kane added there will be no change in hospitalization coverage for employees, although the city did attempt to make new employees pay for family coverage.

In a statement following the contract acceptance, Kane said, "I want to personally thank the members of the negotiating committee for their time and effort in working for a new agreement. The unpopular imposed settlement is now history, and all city employees can look forward to an increase in salary and some additional benefits."

Members of the unit negotiating team, chaired by Richard Brown, included Donald Knight, Michael Blair, Arthur Roshia and Patricia Patchen.

For Saratoga County deputy sheriffs, salary increase over two years.

BALLSTON SPA — After fighting a budget cutback which would have gutted the Saratoga County Deputy Sheriffs road patrol, the CSEA Deputy Sheriffs unit has ratified a new two-year pact with the county.

The contract, retroactive to Jan. 1, will mean a salary increase of \$2,000 for the unit's membership over the life of the agreement. The employees will receive \$800 this year and \$1,200 in 1983.

The package passed by a vote of 40-15 in the CSEA unit while the Saratoga County Board of Supervisors passed it unanimously.

"We want to be good employers; we want to pay our people enough to live on," Saratoga Springs Supervisor Frederick McNeary, chairman of the county's negotiating committee, said.

McNeary, who originally authored the budget which would have eliminated the road patrol, defended the salary increase by saying the risk factor involved in the sheriff's department is higher than in other county departments. He also noted the pact compared favorably with raises granted in nearby counties.

In addition to the general pay increase, the concept of parity between the correction officers and road patrol officers was partially addressed with the corrections officers receiving an additional \$625 each year.

Holiday compensation provision

ALBANY — State workers covered by the Administrative, Institutional or Operational Services contracts have until July 15 this year to waive holiday pay and to elect compensatory time off instead.

Under the new CSEA contracts with the state, employees are entitled to additional compensation for holiday work. Or they may elect to receive compensatory time off by filing a waiver form each year between April 1 and May 15. This year, that deadline has been extended to July 15.

Waiver forms are available from personnel offices. Employees also have until July 15 this year to revoke any waiver of holiday pay now in effect. Unless revoked, waivers now on file will continue to be honored and employees who work on holidays will earn compensatory time off.



SHE'S COME A LONG WAY — Debbie Jordan of the Department of Transportation, Region 8, CSEA Local 507, shovels blacktop, left, as she repairs a pothole along Interstate Route 287. Below, Jordan, one of the first women laborers in DOT's southern Westchester County residency, is all smiles.



Highway worker Debbie Jordan finds road to success paved with 'proving' herself

PURCHASE — As vehicles race along Interstate Route 287, in the far right lane a convoy of trucks marked "Department of Transportation" slowly inches to a stop. Several laborers in orange vests and hardhats jump out of the cab, run to the back, grab shovels and proceed to patch a pothole with blacktop.

Among them is a sprightly 24-year-old named Debbie Jordan, one of the first female laborers to work outdoors in DOT's expansive Region 8 in Southern Westchester County.

"I grew up with the job," says Debbie, as she finishes packing down the pitch. So, too, have her male co-workers, who, after some initial skepticism, now accept this young trailblazer.

For Debbie, the long journey into acceptance in a traditionally man's world started in the summer of '81, when she became a temporary laborer. She was taking up nursing when the position came along, but before long, decided to make the DOT job a career.

Initially, she was something of a novelty. The men of the road maintenance crew were "polite at the beginning," and, she says with a laugh, "they put up with me because they had no choice." Crane

Equipment Operator Anthony Fasano recalls wondering if she could take the pace, "if she could handle it."

Initially, says Jordan, the job was "easy-going. I was mostly a gofer." But time changed that.

As weeks turned into months, Jordan found her gender less and less a barrier between her and her co-workers, and that she was "proving" herself to be their equal. "It took time but I've been accepted," she says. "Why? I'm easy to get along with, and I grew on the job."

She feels she won real acceptance when she started flagging, directing traffic while road repairs were being made.

"It's a serious job," she says of flagging. "You have to be alert. Lives are at stake. It was a sign of confidence." Of the motorists, she says: "Men seem to accept me better. They smile and wave. The women, well, they usually look twice."

Robert Barber, assistant resident engineer, finds Jordan "a very willing worker who can do any assignment handed her."

And nowadays, says Jordan, there are no more "easy-going" assignments for her. She goes wherever she is needed, which means she can be

found flagging, parching, mowing grass, repairing guard rails, or doing any of the other myriad tasks the highway worker must tackle, in a job routinely filled with danger.

The work is as dirty and physical as she expected, but she confesses a fondness for the outdoors and has learned how to dress properly for weather conditions that can go from below zero to above 100 degrees.

She is also looking to upgrade herself as a heavy equipment operator (HEO) and a crane equipment operator (CEO). "I most definitely can do the job," she says with her usual measure of confidence.

And speaking of confidence, that's something her co-workers on the maintenance crew now have in her. Indeed, CSEA Unit President Chuck Allen recently appointed Jordan unit treasurer.

But perhaps the ultimate sign of Jordan's success in overcoming the sex barrier through hard work and a professional attitude is the sentiment among the men that they would all willingly accept additional females at DOT.

Says fellow laborer Charles Gordon, in a statement that seems to sum up the attitude of the others: "She works out real good. She fits right in."

Poughkeepsie ordered to pay agency shop fees due union

POUGHKEEPSIE — The City of Poughkeepsie must pay up for its failure to collect the agency shop fee, paid in lieu of union dues, from a number of employees represented by the CSEA.

The union filed a grievance against the city Jan. 21, 1981 for its failure to pick up fees from 19 different employees. Both parties later agreed to take five job titles to arbitration and the Public Employment Relations Board appointed Lawrence Hammer to hear the case. A decision was announced June 14.

Hammer ordered the city to pay fees, retroactive to Dec. 21, 1980 for the assistant superintendent of works and head groundskeeper. The city is obligated to pay back until Sept. 1, 1981 for the department director who on that date became acting city manager. The assessment for the principal account clerk must be paid until the day on which the 1982 budget, which named him acting deputy commissioner of finance, was adopted.

No fee was awarded for the building inspector because the arbitrator found he "is the only building inspector and the only code enforcement

officer in the employ of the City of Poughkeepsie. No other city employee performs the functions, tasks or duties incumbent upon the positions in question." He was judged to be "both Indian and chief" and, therefore, excluded from the bargaining unit.

Hammer also held the city liable for paying the fees even though individuals involved might no longer work there. He ruled, "Merely because an employee has left the employ of the city, without the city having made the proper agency shop fee deductions, does not absolve the city from its responsibility and liability to remit the proper funds to the union.

"Though the city in all likelihood could not collect from the individual employees, it is still liable to the union. Its error, its oversight, cannot be used to deprive the union of its just due."

CSEA Field Representative John Deyo, hearing of the decision, commented: "The contract is only as good as its enforcement. The decision is meaningful because it upholds the integrity of our collective bargaining agreement."

Cuomo wins spot on primary ballot

Democrats nominate Cuomo with 39% of vote; CSEA in forefront of effort

SYRACUSE — An enthusiastic crowd waving campaign placards and cheering encouragements greeted gubernatorial candidate Mario Cuomo, his wife and family, as they arrived in downtown Syracuse to begin pre-convention activities prior to the opening of the recent Democratic Convention, where Cuomo won a spot on the ticket for governor in the upcoming Democratic primary in September.

In a short, hard-hitting address to several hundred noisy onlookers gathered in MONY Plaza on a beautiful sunny afternoon, the democratic hopeful expressed his sincere appreciation for their support.

Cuomo emphasized the importance of his receiving the endorsement of the Liberal Party and concluded his remarks with the strong pledge . . . "We will win!", referring to the primary election in September.

While New York City Mayor Edward Koch was endorsed with a 61 percent majority, Cuomo said he was surprised and appreciative of the support he did receive from Democratic committee members.

"Mario Cuomo is a man of the people, not the bosses," commented CSEA Political Action Director Bernard Ryan. "He was stronger at the convention than we thought; however, it also indicates that CSEA has to flex its political muscle to get out the vote for Cuomo in the September primary."

HAPPY FATHER'S DAY — Candidate Cuomo stopped during his busy campaign to accept a Father's Day greeting from Lucia Perfetti, daughter of Cortland County delegate Margaret Perfetti.

HATS OFF TO MARIO! — Mario Cuomo was happy to autograph the good luck Cuomo "lid" of CSEA Region V PAC chairperson Kathy Collins at PAC committeeman Jim Bishop, left, looks on. Mrs. Cuomo, upper right, and Armond Magnarelli, Syracuse Common Council president, also share in the lighter moment.



A FRIENDLY GREETING is extended to Mrs. Cuomo by Kathy Collins, right, CSEA Region V PAC chairperson at the Democratic Nominating Convention in Syracuse.

LABOR AND MARIO CUOMO

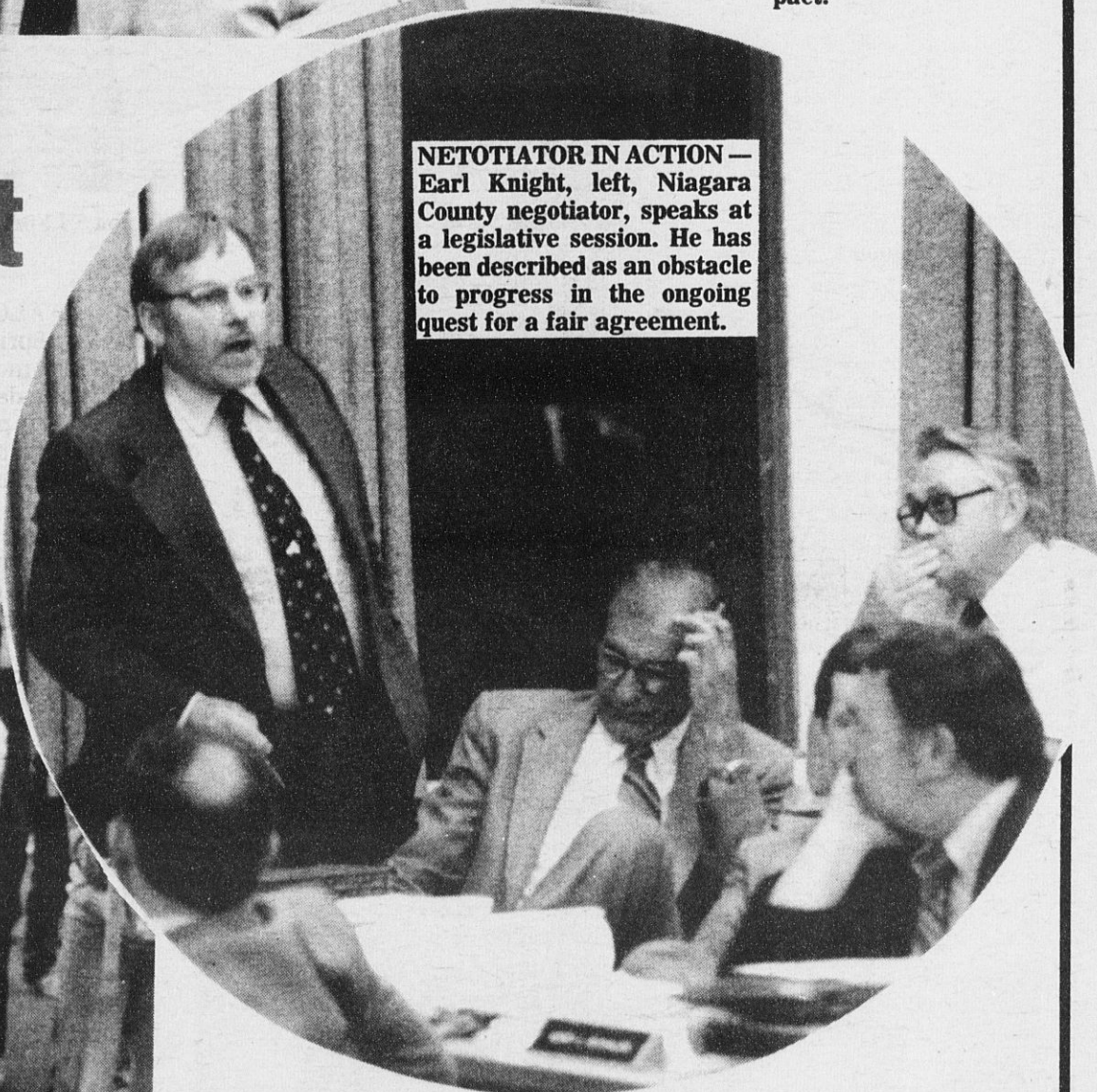


LABOR AND LEGISLATURE — CSEA Region VI President Robert Lattimer, second from left, Field Representative Thomas Christy, center, and Niagara Employees Unit President Teresa McEvoy talk with legislators after the recent legislative session they picketed. The unit is still without a fair contract six months after the expiration of the old pact.

Niagara contract quest continues



LED BY A LAD: This lone boy takes an active part in the recent picketing of a legislative session by members of the Niagara County Employees Unit of CSEA Local 832.



NETOTIATOR IN ACTION — Earl Knight, left, Niagara County negotiator, speaks at a legislative session. He has been described as an obstacle to progress in the ongoing quest for a fair agreement.

LOCKPORT — After attempting to negotiate a fair contract for more than a year, the 900-member Niagara County Employees Unit of CSEA Local 832 is facing a July 14 legislative hearing date that may lead to an imposed one-year settlement. But this unhappy state of affairs has not dimmed the burning enthusiasm or determination of the unit's negotiating committee and Unit President Teresa McEvoy.

"We have kept our members informed of the developments as they have occurred and they have supported us all the way," said McEvoy, recalling the many meetings and rallies the unit has held since negotiations began in June of last year.

"I am not optimistic about the upcoming hearing, because if they really wanted to settle fairly, it could have been accomplished long ago," she said. "And they haven't even given us a counteroffer to the one we made at a recent superconciliation session conducted by Regional PERB Director Louis Patack. But we'll be there with our fair demands."

The unit had earlier rallied and marched at a meeting of the county Legislature, calling for a fair contract and the ouster of the hired negotiator, a move which the negotiators voted down.

If the county imposes a one-year settlement, it will only be wasting taxpayers' money, according to Field Representative Thomas B. Christy, because "if they do we'll just send them a letter the following day to begin bargaining for 1983."

In the meantime, 900 CSEA members continue working without a negotiated settlement.

Region VI Spring Conference

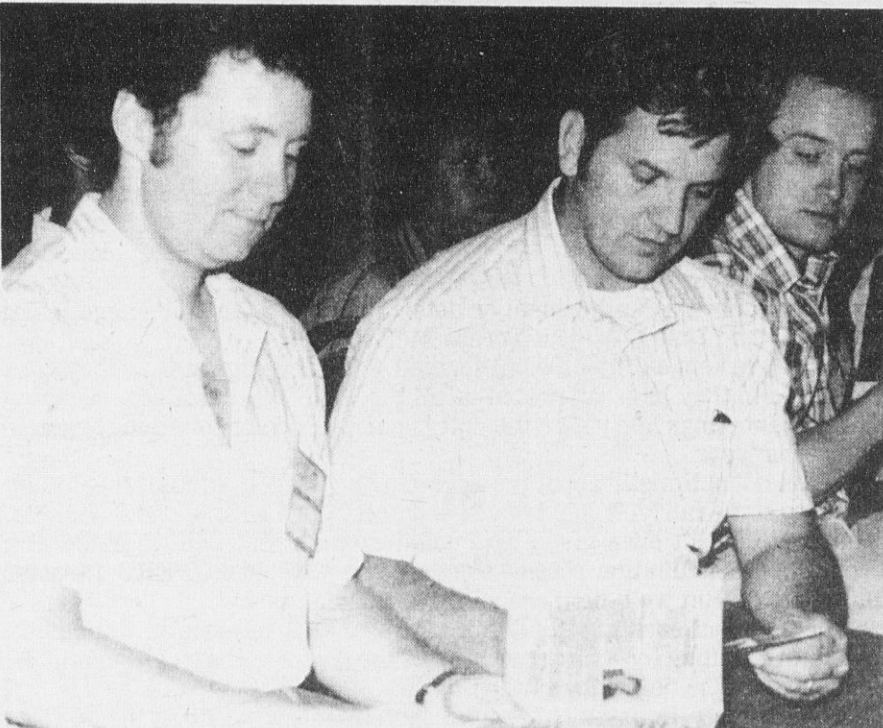


AFSCME PRESIDENT GERALD McENTEE, center, is welcomed to the Region VI Spring Conference by Region VI President Robert L. Lattimer, left, and Region VI Director Lee Frank.

Delegates updated on crucial issues



ANN CASTELLANA of Buffalo State College Local 640 passes on a petition opposing a state prison conversion plan at the Region VI conference.



REVIEWING THE AGENDA for the Region VI Spring Conference were, from left, Delegate Rick Buckmaster, SUNY Local 600 President Randy Brewer and Local 608 President Wayne Tuttle.

BUFFALO — The Western Region Spring Conference held here last month was the region's first three-day conference, part of an attempt to expand the information available to its members through unit and local delegates.

According to Region President Robert L. Lattimer, the region will continue "to equip the leaders with the tools needed to be effective in CSEA."

In addition to the usual county and state workshops, the spring event saw the addition of a school district workshop, a Women's Committee meeting and a legislative and political action seminar.

In addition, there was a luncheon addressed by AFSCME President Gerald W. McEntee (detailed in the last edition of *The Public Sector*), and an evening of appreciation for retired Region Attorney Charles R. Sandler, with the presentation of the first Charles R. Sandler education scholarships for region members.

In the political action arena, Tom Haley, assistant director of CSEA's Political Action Office, and James Featherstonhaugh, CSEA chief lobbyist, brought the membership up to date regarding the state and federal budget cuts CSEA is working to restore, and outlined CSEA's opposition to Tier III.

The women's breakfast committee meeting was addressed by CSEA Attorney Pauline Rogers, who spoke on comparable worth, sexual harassment, child rearing and maternity leave. Region VI Women's Committee Co-chairwoman Ruby Everette disclosed plans to formulate a statewide women's issues newsletter.

Rogers also spoke to county

workshop members on the issues of out-of-title work and seasonal employment.

CSEA Collective Bargaining Specialists Jack Carey, John Conoby and Nels Carlson spoke to state workshop members about progress on their pay bills and COLA adjustment, comparable worth and job classification committees, and the duties of collective bargaining specialists.

CSEA School District Affairs Coordinator Larry Scanlon, addressing the school district workshop, urged members to write letters to their political representatives and circulate petitions opposing the proposed tuition and tax credits to parents who send their children to private schools.

At the banquet honoring Attorney Sandler and his wife, Gloria, the Sandler scholarships were presented to Region VI Members Jerry Burrell, a delegate of Cattaraugus County Local 805, and Debbie Lee, president of West Seneca Developmental Center Local 427.

A major topic at the general business session was the proposed plan by Gov. Hugh L. Carey to convert four mental health facilities across the state into prisons.

Two of those facilities, Gowanda Psychiatric Center and Craig Developmental Center, are in Region VI. President Lattimer said the 1,600 CSEA employees presently working at the two facilities would be cut to about 250 in two-and-one-half years if this plan is followed. He urged members to do all they can "to help fight this threat because next week or next year, it may be your jobs and we'll need their help." Petitions against the plan were passed out.

Deaths of four DOT workers eulogized at memorial service

Making the 'ultimate sacrifice'

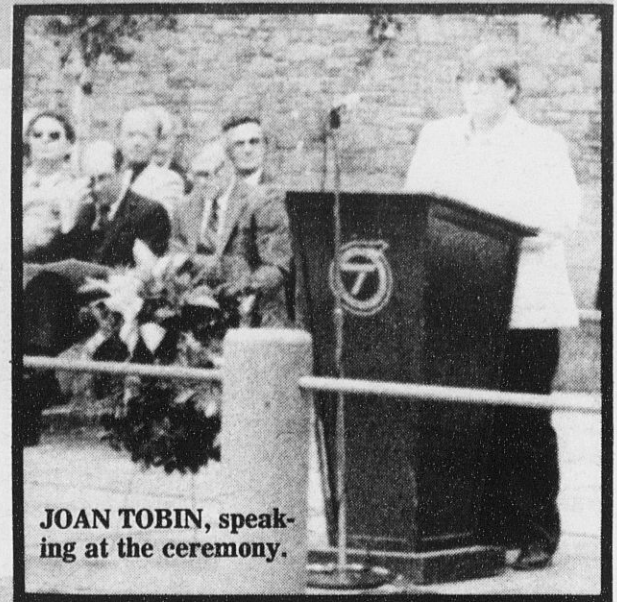
ALBANY — "We can consider our public jobs as missionary work. Like policemen and firemen, at times our fellow workers have made the ultimate sacrifice and laid down their lives for the safety and well-being of others."

With those words, State Department of Transportation Commissioner William C. Hennessy eulogized the deaths of four DOT workers at a memorial service for DOT employees killed during the past year.

Hennessy noted that the department was working very hard to stop the memorial service from becoming an annual event. Each year the department has sponsored the memorial service for its employees killed on the job during the previous year.

DOT employees killed during the past year were Edward Krebbeks, William Kise, Joseph Garvin and Donald Cole. They were remembered during the ceremony by their respective DOT Region Directors. Krebbeks, Kise and Garvin were CSEA-represented departmental employees, and a wreath was presented by CSEA DOT Board Representative Joan Tobin, who spoke briefly during the outdoor ceremony near Building 5 at the State Office Building Campus here.

CSEA Executive Director Joseph Dolan attended on behalf of CSEA Statewide President William L. McGowan. Jack Gallagher, DOT employee, also participated in the ceremony.



JOAN TOBIN, speaking at the ceremony.



"ASK THE DOCTOR"

Q: Can you get diabetes from eating too many sweets?

A: Diabetes is caused by the inability of the pancreas to produce insulin, which helps the body turn sugar into energy. It is not caused by eating too many sweets. Obesity, however, is associated with diabetes, and a person who overindulges in sweets could become obese.

Q: How do you recognize the warning signals of a heart attack and what can you do if you think someone is suffering a heart attack?

A: Everyone should be alert to the "signals" of a heart attack:

- uncomfortable pressure, fullness, squeezing or pain in the center of the chest lasting two minutes or more;
 - pain that spreads from the chest to shoulders, neck or arms; and,
 - severe pain, dizziness, fainting, sweating, nausea, or shortness of breath.
- Minutes count when a heart attack strikes. Persons recognizing the

"signals" should stop all activity and sit or lie down. If pain persists for two minutes or more, call the emergency rescue service or take the victim to the nearest hospital emergency room.

For a free brochure on "Seven Ways to Prevent a Heart Attack," WRITE: N.Y.S. Health Department, Tower Building, Room 1084, Albany, New York 12237.

Q: Is there any way besides medication to keep my blood pressure down?

A: Cigarette smoking, obesity, heavy salt or caffeine intake, and emotional stress are all factors of high blood pressure. Elimination or control of these factors, along with regular exercise, will sometimes reduce blood pressure. But don't stop taking your medicine unless your doctor says to do so. No person who has been inactive should begin an exercise program without first consulting a physician.

CSEA and the New York State Department of Health are sponsoring this new column in The Public Sector. Send your questions to: "Ask the Doctor," c/o CSEA/EAP, 1 Columbia Place, 6th Floor, Albany, N.Y. 12207.

Calendar of EVENTS

Calendar items should be mailed to The Public Sector, 1 Columbia Place, Albany, New York 12207. Items must contain the name and telephone number of the sender for verification purposes.

JULY

10—Nassau Local 830 Annual Summer Picnic, "Mushrooms" area of Hempstead Town Park, Lido Beach, 10 a.m.-4 p.m. For details, see Local officers or call (516) 535-4305.

16—Local 505 NYSDOT Annual Picnic, 1-6 P.M., Roselawn Restaurant, New York Mills.

16—Syracuse City Local 013 Annual Clambake, 5-10 P.M., Hinerwadel's Grove, Fay Road, North

JULY

Syracuse.

30—Syracuse City Local 013 Annual Golf Tournament, 8 A.M., Westvale Golf Club, Camillus.

AUGUST

7—Local 422 Rome Developmental Center Annual Clambake, noon to 8 p.m. Oswego Rd., Rome.

A first for labor, management

MILLBROOK — When 118 representatives of labor and management at Wassaic Developmental Center were awarded certificates to mark

completion of 42 hours of intensive training in conflict resolution, the mood was one of high expectations.

Shop stewards, grievance representatives and middle management employees took part in the program held during the regular work day. Local 426 President Harold Ryan was enthusiastic about the results and proud that it was "a unique event, a first for public employees in New York State." He viewed it as "a shining example of how we can utilize CWEP (Committee on the Work Environment and Productivity) funds to improve the quality of working life of our co-workers."

In a prepared text, Hollis Shaw, director of the center, noted: "This is the first program in New York State and perhaps in the nation where public sector labor and management have joined together to develop their skills in communications, conflict resolution, and problem solving in a common forum.

"Conflict resolution and the work of the Quality of Working Life Committee point to a process which has virtually unlimited potential where labor, management, and the employees join together to identify common areas, joint efforts, and result in an improvement in the quality of working life," she said.

CSEA Director of Education Tom Quimby, who helped put the program together, was pleased by the results. He noted it could happen "in a place where both labor and management have enough confidence in themselves." Quimby noted that from such confidence, comes the strength to amicably resolve conflicts in the workplace.



JOB WELL DONE — Southern Region President Ray O'Connor, right, praised the role Local 426 President Harold Ryan, left, and his fellow officers played in developing and carrying out the conflict resolution program. Tom Quimby, center, CSEA's director of education, also assisted the innovative effort designed to improve the work environment for the 3,000 employees of Wassaic Developmental Center.

Benefit bowl 'scores' big for local president

SYRACUSE — Ed Canavan, president of CSEA Local 503 District 3 New York State Barge Canal, says he has worked and been associated with many fine men and women in his 16 years of state service. And recently their help and friendship came through when it was needed most — for Ed Canavan.

Fellow employees from CSEA Local 503, Local 013 and representatives from management gathered earlier this spring to hold a Benefit Bowl to help Canavan defray some of the heavy expenses brought on by lengthy medical treatment for his ailing wife. The night of recreational bowling not only resulted in an excellent turnout of CSEA members, management and friends, it also raised more than \$855 for the worthy cause.

Canavan made a special request to the Public Sector to personally thank everyone who participated in the event and assure all his countless friends that the money "came in mighty handy."

The spontaneous response for a friend and fellow member proved once again that the CSEA motto, "We Serve," carries a deep and true meaning of unionism and brotherhood.

CONGRATULATIONS — Region I President Danny Donohue, right, extends his congratulations to Margaret Fields, Employee Assistance Program chairwoman at Pilgrim Psychiatric Center in Islip, Long Island, during a recent open house and ribbon cutting ceremony recognizing the establishment of EAP at the center. Looking on, from left to right, are EAP Coordinators Joan Johnson and Pat Youhas, Pilgrim Local President Joe Noya and Region I Director Bill Griffin.

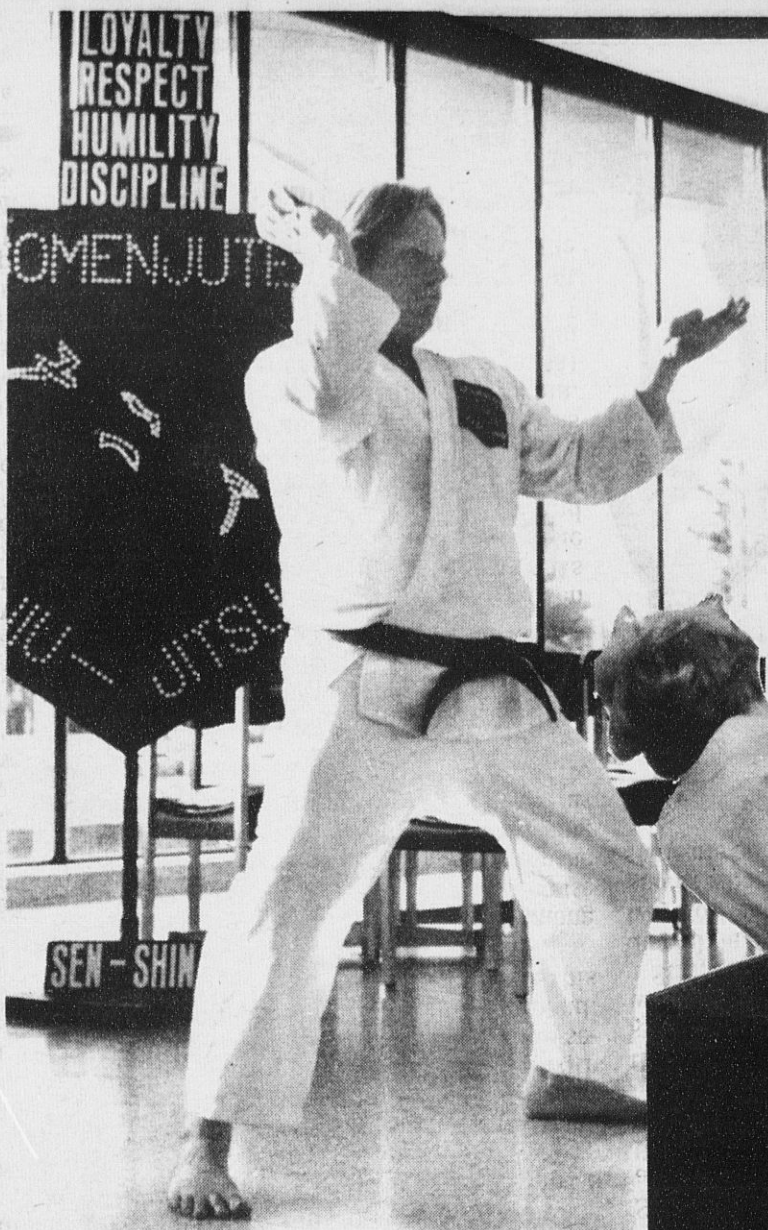


ADDRESSING CROWD — Region IV EAP Coordinator Pete Nardiello gives an overview of EAP at the open house, which was attended by Pilgrim employees and supervisors.



Taking a jab at crime

**OGS
groundskeeper
helps others
master art
of self-defense
— for free**



HONING HIS INSTINCTS — CSEA member Lee Sagendorf, a black belt in ju-jitsu, practices some of the blows that would fend off an attacker.



THROWS AND BLOWS — CSEA's Bob Menia, right, who gives free lessons in ju-jitsu, supervises some exercises by students Lee Sagendorf, left, and Vartan Tilian.

ALBANY—An old man stands by his doorstep enjoying the sights and sounds of a late summer evening. Propped up on his crutches, he does not notice two figures silently moving toward him in the semilit side street.

They attack. He pleads with them not to hurt a weak and disabled old man.

Suddenly the elderly victim lifts an arm, distracting them. The crutch from his other arm is flung at one of his young attackers, sending him flying. With a well-practiced move, the old man parries the second youth's attack and thrusts him to the ground. The victim, unscratched, calls the police to take his attackers to the hospital.

This old man's successful attempt at defending himself — a true story — was made possible because of the hobby of an assistant grounds supervisor for the state Office of General Services, Bob Menia. Working for the public by day, the CSEA member spends his evenings giving classes in ju-jitsu, at no charge, to anyone who wants to learn self-defense.

The elderly man had taken one of Menia's classes at a senior citizen center.

In addition to his weekly class in ju-jitsu at the State Campus in Albany, Menia has held classes for several private groups, including senior citizen centers, church groups and handicapped groups. As a public service, he has taught classes for the public sponsored by two different police departments, and he has held classes for the Albany Capitol Police and for state building guards.

"I have never charged and never will charge as long as I'm teaching these classes," said Menia. "Too many *dojos* (Japanese for ju-jitsu schools) are run strictly for the profit, and they don't pass on the grace and humility of the art. That's why I formed this school and why I teach for free. I want to pass on the respect for this martial art and the philosophy behind it."

Menia himself was not charged for his ju-jitsu lessons, because, at 12, he wanted to learn but could

not afford it. "I was a large kid, but I wasn't a fighter, so I decided I had to do something to defend myself," he said.

He developed a real respect for the martial arts. Since his instructors had not charged him, he decided to pass on the same techniques of self-defense to those who normally couldn't defend themselves and who couldn't afford it.

He also feels more people should learn to protect themselves. "Walking around today without some knowledge of self-defense is like driving a car without any brakes," he said.

Still, the former Green Beret stresses self-discipline and self-restraint. "The most effective way to handle a fight is to avoid it, to avoid the places where there might be a fight or to try to talk someone out of a fight," Menia tells his classes. "If

you can't do that, then the most effective technique is to try to restrain someone else from hurting you — without injuries or striking them."

He will not teach anyone who will use the technique to attack others. "I can usually tell within a few lessons, and I ask them to leave the class and not return," he says.

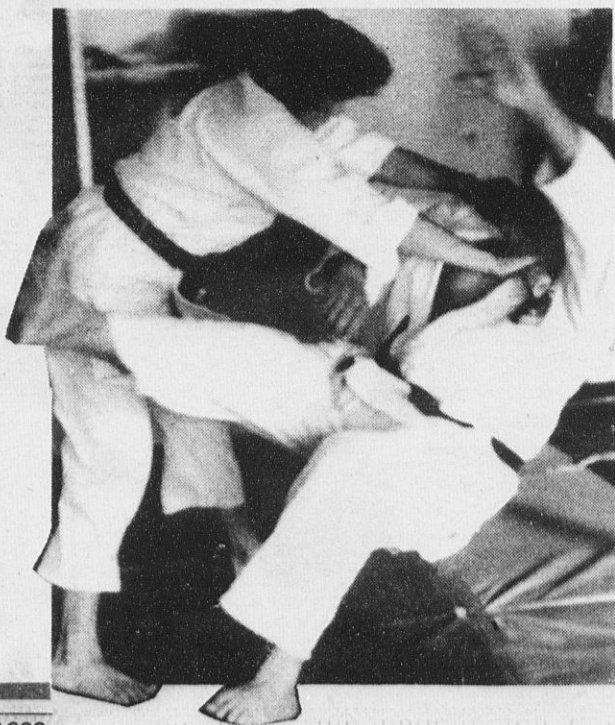
His central goal is to teach his students to "speak softly, but carry a big stick." The "stick" most of his students carry is their knowledge of how to defend themselves in case someone else attacks them or a helpless victim near them.

"It's the art of using brain against brawn," he said during a recent class where students practiced flipping over their partners or using self-defense techniques with umbrellas, rolled-up newspapers or scarves. "Most Orientals who have traditionally mastered this art are slight, but they understand the principles of physics, anatomy and even acupuncture that go into it."

"One girl I taught who weighed less than 100 pounds used to flip me over easily," said the 240-pound instructor.

Menia has taught hundreds of students, many of whom have gone on to earn the coveted brown or black belt — including his wife and two children. One currently enrolled ju-jitsu student, CSEA member Lee Sagendorf, said, "It's a skill that increases your self-confidence. It has to because you know you can defend yourself."

Menia would like to make the course available to more CSEA members. "I believe in the union and I would like to teach more fellow members how to defend themselves," he said. "We can teach people how to use an umbrella, a book, a scarf or several other everyday items to protect themselves."



PROTECTING HERSELF — A female student uses a rolled up newspaper to ward off a mock attacker.