

Public SECTOR

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Essex County site perfect example of why OSHA was a top priority

PLATTSBURGH — An OSHA law protecting public employees in New York State was signed on July 1 by Gov. Hugh L. Carey. But it does not take effect until 180 days after the signing. Up at the Essex County Government Center here, employees are hoping a major disaster doesn't occur before then.

The floor and walls of one room in the Essex County Government Center vibrate — the floor in one of the hallways has sunk an inch over the past year — during a heavy rainstorm, water pours over an electrical outlet into the offices — and recently the ceiling in one office collapsed.

Still, government officials there are not convinced that they are forcing approximately 200 county employees housed in the center to work in a hazardous environment.

The key, says Charles Scott, a field representative for the Capital Region Civil Service Employees Assn. is the Occupational Safety and Hazards Act. "The building is full of flaws, but until, the OSHA laws come into effect for public sector employment, no law says the county has to improve the working conditions," he said.

According to Essex County CSEA Local President Margaret Bronson, the union has expressed concern over the conditions to the officials many times, but has repeatedly been told there is no danger.

"It's frightening and frustrating," she said. "No one in management seems to think there's anything wrong with the building. They tell us we have nothing to worry about. And unless someone gets hurt, we have no recourse."

The main building, Bronson explained was built around 1800, and in 1966 a new section was added to it. Since that time, it seems to her, the problems began to develop.

Throughout the older section drop ceilings have been constructed to hide the original plaster ceilings, and between the two are the air conditioning and lighting systems.

One evening in July, after the

employees had left, the plaster ceiling gave in, crashing through the drop ceiling and taking with it parts of the two systems.

As the repairs were being made the next day, union representatives realized the ceilings in two adjacent rooms could also cave in due to the work being done. Bronson requested that one group of employees be moved to another office, and the other, since there was no additional space available, be sent home on personal leave.

"We really had to fight for this. It took much discussion and argument just to get these people out of danger," Bronson said.

At the time, she also contended that seven employees on a floor below were in danger, but the county refused to even move them.

"This is typical of the county's attitude toward the employees. Officials refuse to believe they're putting the employees' lives in jeopardy," commented Bronson.

Engineers, hired by the county, inspected the structure when employees complained about the vibrations in the new section, and reported it to be sound, but could offer no explanation. On some days it's so bad, the employees say, that hanging plants start swinging and things fall off the tops of desks.

Sometime last year, workers detected a slant in the floor of a hallway connecting the old and new sections. Since then the entire surface has noticeably dropped an inch. But again Bronson said, an inspection was made and the union was told no danger exists.

"How can a floor sink a whole inch and not have something wrong with it," she and other employees question.

The county has even said that water flowing around the outlet poses no threat to safety.

When the OSHA law, passed by the New York State Legislature this session, is enacted in January 1981, the county will have to make changes there, says Nels Carlson, Safety Officer for the CSEA.

Meanwhile, if an employee is hurt the county "will be hit with a grievance for sure," Scott said.

Suffolk local set for a tough fight in contract talks

HOLTSVILLE — Suffolk County CSEA Local 852 has opened negotiations for a new contract for its 11,000 members, with the first meeting to set ground rules and dates for the initial negotiations held recently. Attending were Local 852 President Ben Boczkowski, Ken Horsford, negotiations chairman; the ten-member negotiating team, field representative Irwin Scharfeld, and representatives of Suffolk County.

"We expect a tough but fair fight from the county," Boczkowski said, "but we're prepared."

The negotiating team has been selected and demands were formulated from a survey taken of the members. Besides salaries, the number one issue, job security, health benefits, retirement, mileage, seniority, personal and vacation time were key issues. The survey was created by a committee of members from the Department of Labor chaired by Ron Napurano. Horsford and Scharfeld were reducing the demands to negotiating language.

In addition to the negotiating committee and team, and Region One staff, Boczkowski said he would use the resources of the Albany Headquarters and the research staff of AFSCME's national headquarters in Washington, D.C. Nels Carlson, collective bargaining specialist, and Frank Abbey, research specialist from the Albany CSEA staff will help out with negotiations, and Boczkowski said he will have the Suffolk County budget analyzed by the AFSCME research department.

Negotiations will be complicated by the legacy of a four-year contract which abolished increments and established a two-tier system which Boczkowski characterized as a "time bomb" threatening to explode and destroy morale among employees. Also, some employees who are promoted earn less in their new positions than they would have if they remained in their old job.

"The last contract was hammered out in bazaar circumstances. There was a power struggle between the legislature and the county executive and actually there were two contracts. One was agreed to with the legislature with the threat of a Taylor Law imposition hanging over the union's heads, and finally there was a settlement with the County Executive," Boczkowski said.

"Suffolk County management used the New York City fiscal crisis to freeze wages in 1976 and, because of political squabbling, a hasty four-year agreement was signed," Boczkowski said. "Because of this contract, Suffolk County has a problem of recruiting personnel and there is a high turnover rate. Morale has suffered as well."

This year, the CSEA will capitalize on its resources from within. "We have members with special skills, knowledge and techniques. We plan to use those resources to help us win these negotiations and correct the glaring inequities in Suffolk County," Mr. Boczkowski added.

Sen. Fred Warder eulogized for his concern, sincerity

Editor's Note: State Sen. Frederick Warder died on July 22, 1980. Sen. Warder served on key labor committees in both the Assembly and Senate, and sponsored some of the most important pieces of labor legislation introduced in the State Legislature. CSEA President William L. McGowan issued the following statement concerning the late senator, whose district included Monroe, Ontario, Seneca, Wayne and Yates Counties.

Fred Warder was a quiet, unassuming, sincere man, more concerned that government do the "right thing" for his people, rather than the "political thing" for himself. Fred had his own style, his own beliefs. He was a strong, independent man, who didn't always conform. Fred didn't consider himself a polished, sophisticated politician. Rather, he came from the stock of people that repeatedly re-elected him, he thought of himself as one of them.

When he was first elected to the Assembly in 1963, Fred Warder asked to be on the Labor Committee. He later chaired that Committee, using that position to promote progressive labor legislation in such areas as workers compensation benefits and unemployment insurance.

Upon his election to the Senate in 1973, he was appointed Vice Chairman of the Labor Committee, and served in that position until his untimely death.

In 1977, Fred Warder was one of the co-sponsors of the Agency Shop Bill which was eventually signed into law. He has sponsored some of the most important pieces of labor legislation introduced in the New York State Legislature.

"We've lost a fine gentleman, one whose mind and heart was concerned with the working man. 'Red' was impressed by one thing; sincerity, something he understood."

CSEA leaders attend EAP seminar

ALBANY — About 150 state-division CSEA and management leaders learned how to organize local Employee Assistance Programs (EAP's) at the Capital District Region's recent EAP Implementation Seminar here.

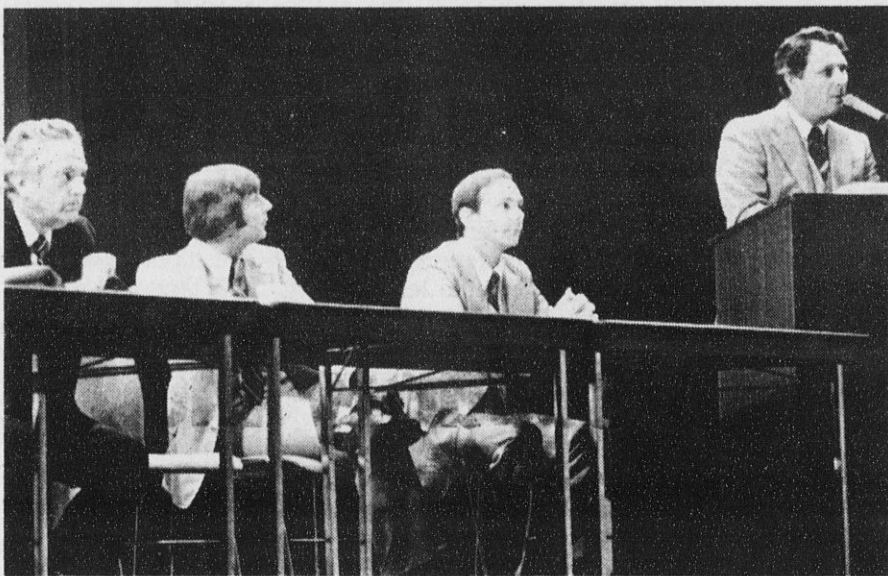
CSEA Capital District Region President Joseph McDermott told the group that, in Region III's pilot program, EAP's were shown to have resulted in better employee morale and less time lost due to illness, and predicted similar results in his region.

"Our union is, for the first time, trying to help employees with personal problems, as well as job-related ones," Mr. McDermott said. "But we feel that this is necessary, because these types of problems, if left untreated, eventually affect a person's performance on the job."

The EAP is a strictly confidential and voluntary treatment-referral program for employees suffering from alcohol or drug abuse, or from financial, emotional, family, medical or other personal problems.

CSEA-EAP Director John Quinn added that EAP's, used by the most successful companies in the private sector for the past 20 years, must have three elements to work: guarantee of strict confidentiality; voluntary support by both labor and management; and adequate funding. CSEA's program has all three, he said.

The program, funded by an \$187,000 grant from the State Division of Alcoholism and Alcohol Abuse (DAAA), "has the complete backing of the Governor," according to James Northrup of the Governor's Office of Employee Relations.



CSEA REGIONAL PRESIDENT Joseph McDermott, right, addressed some 150 union and management officials during a seminar last week on organizing Employee Assistance Programs. Other participants shown are, from left, James Northrup of the Governor's Office of Employee Relations, CSEA EAP Director John Quinn, and EAP Region IV Representative Jim Murphy.

James Stewart of Blue Cross/Blue Shield of Northeastern New York informed the group that studies have found that 12% of any work force has a problem which can seriously interfere with job performance. He said that such problems are very costly in that they result in more sick leave, accidents, less productivity, greater morale problems and a high turnover rate, as well as a higher use of health benefits. About half of such problems are alcohol-related, he added.

Blue Cross' own employees' use of an EAP program saved the company an estimated \$170,000 over six years, according to Mr. Stewart.

He stressed that the studies found that the most important element in the success or failure of these programs is the assurance of confidentiality.

"Since it is in the interests of everyone involved — management, labor and the troubled employee — to keep all information confidential, any well-run program will do this," he said.

Confidential calls for help from anywhere in the state can be made any time to CSEA's EAP Hotline: 800-342-3565.

Raymond Dowling of the DAAA listed four factors in the success of any EAP program: motivation of the employee to seek help; early diagnosis; directing the employee to the proper source of help; and followup on how the treatment is working, and affecting his or her job performance.

Miriam Guida of DAAA provided encouragement by noting that there is an 80% success rate for employees who enter EAP programs, but she reported a low rate of participation by women in such programs, and suggested special emphasis be put on women's needs to ensure their involvement.

Dr. Mollyo Cohen, of the State Law Department's Personnel Office, said, "It is most important for the employee to be ready to accept help, and in this effort, the union can often help where management cannot. For this reason, CSEA is to be commended for its total support of this program."

After a film was shown dramatizing a successful EAP program, the participants in the seminar returned for an afternoon session of nuts-and-bolts workshops.

EAP Training Specialist Arne Wipfler ran the session on "Training and Fiscal Considerations, along with Sharon Hicks of Hudson River Psychiatric Center and Walter Silver of the DAAA. A second one, on "The Role of the Employee Assistance Coordinator," was run by CSEA-EAP Coordinator John Quinn, with Rose Haley of Wilton Developmental Center, Mary Ellen Mangino of DAAA, and Robert Ruddy of the Division of Substance Abuse Services; and the third was conducted by Shirley Brown of the Labor Department, with Terry Ketterer of the Office of Alcohol and Substance Abuse and Barbara Salls of Wilton Developmental Center.

All participants got to attend all three workshops.

"We hope these sessions helped give everyone an idea of how to go about developing Employee Assistance Programs at their own work locations," said James Murphy, CSEA-EAP Representative James Murphy, who will be working with the Capital District Region.

Concluding remarks for the program were delivered by CSEA's Administrative Director of Member Services, Thomas Whitney.

Also attending the seminar were CSEA-EAP Representative for Region III Thomas Haight, and May Morgan, secretary to the EAP Program, which is located at 1215 Western Ave., Albany.



KEEPING INFORMED OF SAFETY PROBLEMS in Long Island Region I is the continuous job of the region's Safety Committee. Among those at a recent meeting of the committee are, from left, James Forsyth, Central Islip Psychiatric Center Local 404; Chairman Arthur Loving, Long Island State Parks Local 102; and David Flaumenbau, Nassau County Local 830.

Calendar of EVENTS

August

- 16—Rensselaer County Local 842 annual steakroast, 1 p.m., Krause's Halfmoon Beach, Crescent.
- 17—Dutchess County Local 814 first annual outing, noon-6 p.m., rain or shine, Wilcox Park, Route 199, Pine Plains.
- 18—Saratoga County Local 846 Executive Committee meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
- 20—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.
- 23—Brooklyn Development Center Local 447 disco and fashion show in honor of James Gripper, 10 p.m.-3 a.m., Midwood Terrace, 1143 Flatbush Ave., Brooklyn.

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UNION LABEL "GOLDEN RULE"

Union Label Week
September 1-6, 1980



LONG ISLAND REGION I PRESIDENT Irving Flaumenbaum, an AFSCME International vice president, speaks to the Metropolitan Region II Executive Board on the CSEA-AFSCME affiliation. Among those listening are, from left, Region II President James Gripper, First Vice President Felton King and Second Vice President Frances DuBose.

Management hit with charge at White Plains tax office

WHITE PLAINS — An Improper Practice charge, citing harassment and coercion against the management of the State Department of Taxation White Plains District Office, is going to be filed, according to CSEA Field Representative Al Sundmark.

The employees allegedly harassed are members of New York City CSEA Local 010.

According to statements by CSEA members working in the district office, Tax Compliance Manager Steve Gosik and Senior Tax Compliance Agent Mario Frusciante in late June interrogated signers of a grievance in an attempt to have the members withdraw their support for the grievance.

Of the approximately 15 persons who originally signed the grievance,

four withdrew after the interrogation, Sundmark said.

According to some of the statements, there were implied threats against the signers during the interrogations.

One of the employees interrogated said Gosik told him "no agent had any right to judge his (Gosik's) actions."

Local 010 President Joseph Johnson, upon reading this statement, commented: "I always thought the First Amendment to the U.S. Constitution gives everyone the right to express his opinions."

Sundmark said: "I am sure the Department of Taxation and Finance, which has always demonstrated the highest sensitivity in labor-management matters, will take the appropriate steps to insure there will be no further incidents of this kind."

Insurance conversion plan

The Civil Service Employees Assn. has announced that certain members who are insured under the Basic Group Life Insurance Program are eligible to convert part of their coverage (without medical information) to an individual form of insurance with the Travelers Insurance Company. The Basic Group Life Program is a term insurance plan which provides for in-service conversion privileges.

The in-service conversion privilege allows any actively employed member participating in the Group Life Program, who is age 50 or older, to convert up to \$5,000 of their term insurance to an individual form of coverage, other than term insurance. Application must be made by August 31, 1980. The amount of the group term insurance the employee is insured for will be reduced by the amount converted.

Those interested may request information on the conversion privilege by returning the coupon on this page. The effective date of the converted insurance will be November 1, 1980. Premium payments for the converted insurance will be made directly to Travelers Insurance Company.

The Civil Service Employees Association
33 Elk Street
Albany, NY 12224

Please send me information concerning the Conversion Privilege for the CSEA Basic Group Life Insurance Program.

NAME: _____
Last First Middle Initial Maiden

HOME ADDRESS: _____
Street City State Zip Code

PLACE OF EMPLOYMENT: _____

SOCIAL SECURITY NO: _____

SEX: _____ DATE OF BIRTH: _____

Metro Region oks workshop agenda

NEW YORK CITY — The Metropolitan Region II Executive Board has approved the agenda for the Sept. 12-14 regional workshop in the Playboy Resort, McAfee, N.J. at its recent meeting.

On Sept. 13, the agenda will include the annual meeting and sessions on grievance identification, creative problem solving, effective grievance handling and the legal assistance program.

On Sept. 14, the agenda will include an OSHA workshop, an employee Assistance Program workshop, a group interaction session and a general session.

There also will be a leadership training workshop for Region II Executive Board members on Sept. 11 at the Playboy Resort.

The agenda was planned by the Regional II Education Committee, chaired by Keith Edwards, working with AFSCME's John Dowling, Steve Regenstreif and Anita Patterson.

Two hours prior to the start of the Region II Executive Board meeting, Region II President scheduled meetings of all the regional committees.

Gripper said by scheduling all committee meetings just prior to the executive board meeting and at the same place, the region is able to effect a major cost savings.

He plans to continue the practice in the future and invite any CSEA members in Region II who wish to attend a committee meeting to do so. "Open communications with all members is the objective," he said.

At the conclusion of the meeting, Long Island Region I President Irving Flaumenbaum, an AFSCME International vice president, spoke on the affiliation of CSEA with AFSCME.

He said that in his opinion the affiliation has brought unity and strength to both CSEA and AFSCME. "We are spending money on the members and not spending money fighting each other," Flaumenbaum said.

Flaumenbaum said AFSCME gives CSEA a federal connection.

Also at the meeting, Region II Performance Evaluation Presidential Task Force Chairman Charles Bell spoke on the changes in the program; and Region II Legislative and Political Action Committee Chairman Ronnie Smith reported on the recently completed legislative session.

Job security memo reached in Nassau

MINEOLA — Nassau County Local 830 and the county recently agreed to a Memorandum of Understanding which protects CSEA members' jobs in the event the county contracts out.

The agreement came after months of negotiating with the county, Local 830 President Nicholas Abbatiello said.

The key parts of the agreement are:

- Any CSEA-represented security guard or custodial personnel laid off on or after Jan. 1, 1979, are to be given the opportunity to be recalled to their former positions by the county.
- There will be no layoffs of CSEA-represented custodial or security employees as a result of contracting out through Dec. 31, 1981, the expiration date of the contract between Local 830 and the county.
- Local 830 will be provided by the county with copies of all future contracts for work also being done by members of the CSEA bargaining unit.

The agreement is retroactive to Jan. 1, 1979.

Dutchess executive draws union praise

WINGDALE — The president of the union representing Harlem Valley Psychiatric Center employees has singled out Dutchess County Executive Lucille Pattison for praise, "because of her sincere efforts to support using the site for alternative services."

Local President Robert Thompson recently noted that the county executive, along with State Sen. Jay Rolison and Assemblyman Willis Stephens, accepts the idea of locating a Division for Youth facility at Harlem Valley since, "it's the only realistic alternative."

"Mrs. Pattison deserves our praise because she realizes that the eastern part of Dutchess County would be economically hard pressed if the Harlem Valley site was totally abandoned, and she knows any alternative use spells J-O-B-S."

Thompson described suggestions to turn Harlem Valley into a veterans' hospital as, "well meaning but unrealistic, popular but unfeasible."

"Jobs are what Mrs. Pattison is concerned about," he concludes, "and for us that's the name of the game."

**Safety
Hotline
800-
342-4824**

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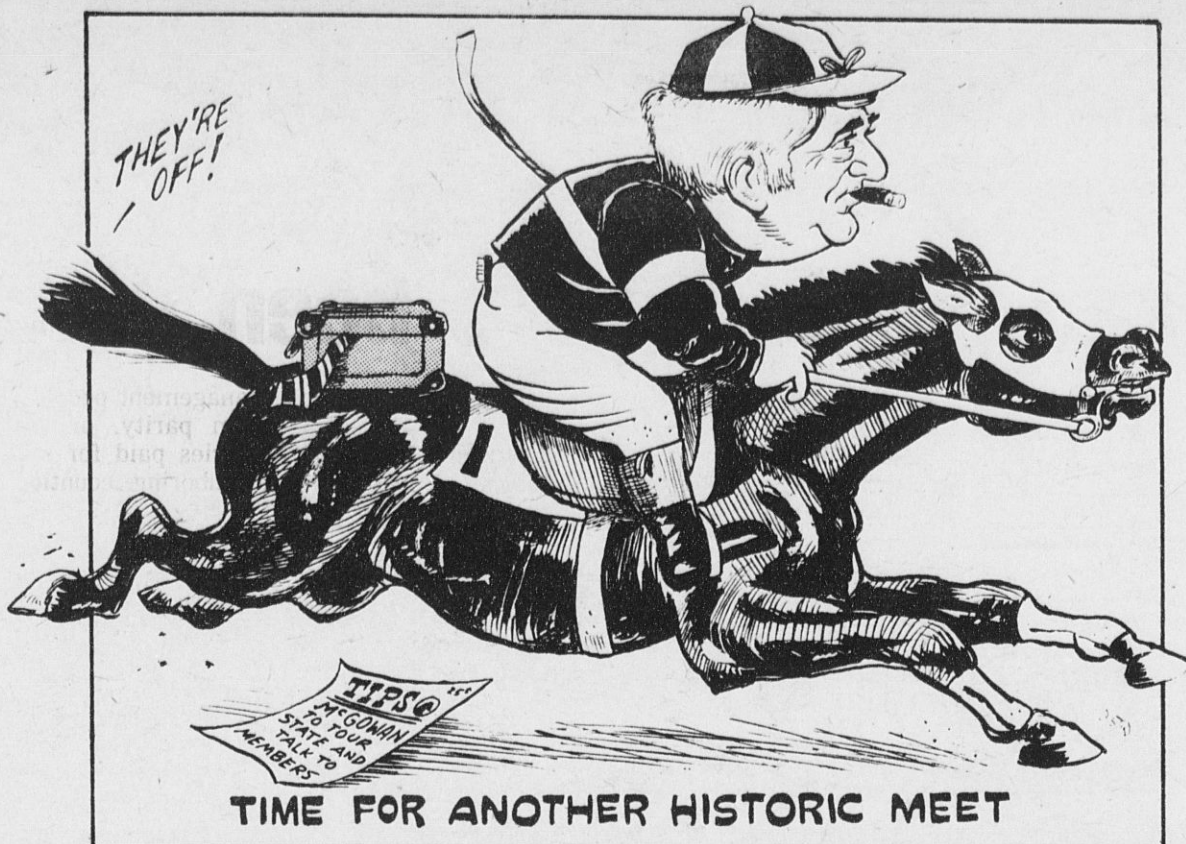
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Thomas A. Clemente—Publisher
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Arden D. Lawand—Graphic Design
Dennis C. Mullahy—Production Coordinator



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Your Social Security

Benefits Paid To Disabled

People in the local area who have a severe physical or mental impairment which they expect will keep them from working for a year or more should ask about disability benefits at any social security office, a social security spokesperson said recently.

Social security can pay benefits to disabled workers under 65, disabled widows and widowers 50 or older, and unmarried persons who were disabled before reaching 22 who continue to be disabled.

There is a waiting period of 5 full months before benefits can be paid to disabled workers, widows, and widowers.

A person can help shorten the time it takes to complete an application if he or she has certain information available. This includes:

- Social security number.
- Date person last worked.
- Date person became sick or injured.
- Kind of illness or injury.
- Date of recovery if recovered.
- Names, addresses, and telephone numbers of doctors, hospitals, or clinics where person was treated.
- VA claim number if available.

- List of jobs person worked at most in the 15 years before disability.
- Names, social security numbers, and dates of birth of dependents.
- Workers' compensation number if available.
- Person's own telephone number.

More information about disability benefits is available at any social security office. The people there will be glad to answer any questions. The address and telephone number of the nearest social security office can be found in the telephone directory.

Q. I have been collecting social security disability benefits for 9 years. In a few months, I'll be 65. Should I file an application for retirement benefits?

A. No. If you are receiving disability checks now, your disability benefits will automatically be changed to retirement benefits when you reach 65. You will get instructions when you reach 65 because your rights and responsibilities will be somewhat different than they are now.

questions and answers



Q. My daughter told me that the premium for my Medicare medical insurance may go up this month. Has it?

A. Yes. The basic medical insurance premium increased from \$8.70 to \$9.60 a month for the 12-month period starting July 1, 1980. The increase is necessary because medical insurance costs have risen as a result of higher charges for medical services. By law, however, the premium increase cannot be more than the percentage increase in social security cash benefits during the previous year.

Q. I get monthly SSI checks because I'm disabled. A friend has asked me to work part-time doing paperwork for him. The job won't pay much. Do I have to report it to social security?

A. You should notify social security immediately if you take a job while you are still disabled, regardless of how little you earn. You may be eligible for a trial work period to test your ability to work while continuing to receive some SSI payments.

Gwenn Bellcourt named editor

Gwenn M. Bellcourt has been named associate editor of "The Public Sector" by Thomas Clemente, publisher.

Last May, Gwenn graduated cum laude from the S. I. Newhouse School of Public Communications, Syracuse University, with a dual bachelor's degree in journalism and sociology.

During summer vacations, Gwenn was assigned to the Schoharie County News Bureau as a reporter for The Schenectady Gazette.

At college, she wrote for and edited several student publications including Vantage magazine and The Daily Orange.

Gwenn is a member of the Society of Professional Journalists and "Women in Communications."



Consumer Alert Attorney General Robert Abrams



Plain Language Law

It is not a simple matter for consumers to buy personal and household items. When purchasing a refrigerator or automobile, for example, consumers must decipher complicated legal terminology which may be an essential part of their contracts. Words such as "cognovit clause," "security agreement" and "jurisdiction" are not generally understood. Such legal terminology, or "legalese" as it is sometimes called, often make buyers victims of sellers who are more familiar with the meaning of these terms.

Section 5-702 of the General Obligations Law, known as the "Plain Language Law," is designed to protect consumers from the pitfalls of "legalese." The law requires the use of plain language in residential leases and consumer sales agreements entered into after November 1, 1978. Contracts must be written in a clear, coherent manner using words of everyday meaning. To aid consumers in deciphering the various parts of a complicated agreement, the contract must be appropriately divided and captioned by section.

The basic principle underlying the plain language law is that people should not be held to contract provisions which they do not understand. The use of confusing legal terminology creates an imbalance in bargaining power between

the buyer and seller, with the seller assuming control of the contract's terms.

A seller who fails to comply with the plain language law will be liable to the consumer for actual damages plus a \$50 penalty. The law does not apply to transactions in excess of \$50,000.

When a seller "in good faith" fails to comply with the law, he may be exempted from the \$50 penalty, but not from payment for actual damages sustained by the consumer. This means that the seller's intention to confuse the consumer is important in determining the extent of his liability.

In addition to private remedies, the Attorney General may sue to enjoin violations of the plain language law. If a seller violates an injunction obtained by the Attorney General he is subject to special contempt penalties.

The plain language law is an important step towards insuring that consumer contracts are understood by both parties. To achieve simplified contracts, state and federal legislatures and agencies must work to implement their own regulations in accordance with the plain language concept. If you believe that you entered into a purchase or lease agreement which was confusing and/or misleading, you can contact your local office of the Attorney General. ■

Settlement reached in Cheektowaga

CHEEKTOWAGA — Members of the Cheektowaga school district unit of the Civil Service Employees Association (CSEA) have agreed to terms of a new two-year contract, union officials announced today.

Unit President, Earl Loder termed himself "satisfied" on behalf of his 60 unit members, noting this was the first settlement in his memory that was reached without an impasse. The agreement was reached "in only four meetings."

The agreement includes wage increases of 10 per cent in the first year, with nine percent plus increments in the second year.

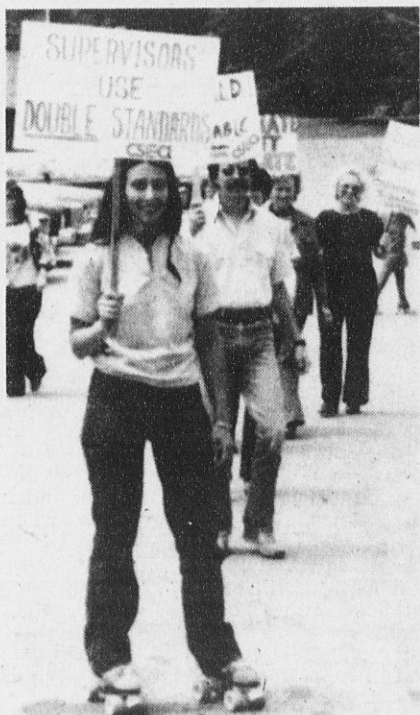
The school district also agreed to a fully-paid health insurance plan, GHI dental plan, additional holiday and sick leave, plus various contract language improvements.

Sullivan County employees vow 'we're not going to just sit . . . and forget what's been done. . .'

MONTICELLO — The signs read: NEGOTIATE, DON'T DICTATE, SUPPORT COLLECTIVE BARGAINING, and TALK TO US, and they accurately summed up the feelings of Sullivan County employees who have just had a one-year contract imposed upon them



LOCAL RADIO REPORTER INTERVIEWS Sullivan County Local 853 Section President William Bunce, right, outside the Sullivan County Government Center in Monticello during the local's picketing against the contract imposed by the county.



LEADING A LINE OF PICKETERS at the Sullivan County Department of Social Services in Liberty is Sullivan County Local 853 member Nancy Peci, who is on roller skates.

under the provisions of the Taylor Law.

On June 21, the county Board of Supervisors held a legislative hearing, attended by nearly 200 employees, and then imposed a settlement. Local President Walter Durkin called the hearing a "front" because, "the elected officials had already made up their minds and, in fact, had typed copies of the contract in hand even before the legislative hearing began.

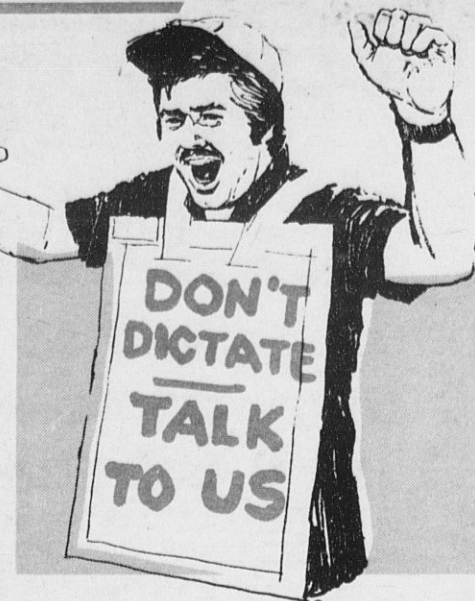
The imposed contract granted nine percent raises, but also lengthened the employees work day.

Social Services Unit President Estelle Schmidt remarked that among the employees' gripes were the fact that the county will grant a nine percent raise to its

management people and also give them parity, or equivalency, to salaries paid for similar work in neighboring counties. Yet, when CSEA requested parity for its people, the county in its own words to a factfinder, "strenuously objected to any comparisons to surrounding counties." Now, those same elected officials, in granting management pay raises, adopted a resolution which said in part that, "certain other managerial and confidential employees are . . . entitled to a parity adjustment of wages."

The bottom line, according to Schmidt, is to, "widen the gap between labor and management in the county."

To keep the heat on, members of various Sullivan County unions, including CSEA, have set up a



political action coalition which, Durkin says, "means we're not just going to sit back and forget what's been done to us." And, according to Regional Director Tom Luposello, the union is considering filing an improper practice charge because the county imposed a settlement without giving its employees a fair hearing. He also calls the situation, "just another example of how unfair the Taylor Law is to us."



SOUTHERN REGION III PRESIDENT James Lennon, back to camera, is interviewed by a local radio reporter in front of the Sullivan County Government Center in Monticello during a demonstration by Sullivan County Local 853 against a recently imposed contract by the county. With Lennon are, from left, CSEA Field Representative Bruce Wyngaard and Region III Director Thomas Luposello, right. Demonstrations were held simultaneously at the Government Center, at the Department of Social Services in Liberty and at Sullivan County Community College in Loch Sheldrake.



JOINING THE PICKET LINE of Sullivan County Local 853 members, left, at the Sullivan County Government Center in Monticello is Southern Region III President James Lennon, second in line.

THE AFL-CIO PLATFORM PROPOSALS

presented to
**Democratic and Republican
1980 national conventions**

The AFL-CIO Program—1980

In expressing its views to the platform committees of both political parties, the AFL-CIO wishes to stress the importance of platforms. A platform should forthrightly state what a party stands for; not simply what it opposes. It should advance in clear, precise language the programs the party and its candidates will seek if elected.

Platforms should emphasize themes that unify, rather than divide. They should raise reasonable expectations for performance, not just promise. Rather than weaving rhetoric through a collection of single issues promoted by narrow interests, platforms should present what each party believes is best for all Americans and, thus, provide the electorate an opportunity to make an informed choice based on issues rather than personalities. Public participation in elections is enhanced by responsible discussion of the issues that confront the nation. That requires positive statements, not political polemics.

Growing nonparticipation in the electoral process is directly related to greater emphasis on

the politics of image and the failure of political parties to address the issues directly. Too many citizens ask: "What does it matter?" A platform can tell a voter what matters.

That is why we have prepared identical statements for presentation to both parties. We have not sought to tailor our program to any preconceived notion of what a particular party's platform may be or to fit it to any potential candidate or ideology. The American labor movement rejects both ideologues and demagogues.

Our program—"An America That Works for Everyone"—is the product of a representative democratic process that reaches into every state and virtually every community in the nation. It is the sum of concerns about their nation and the world raised by working people through their unions. It is a hopeful, optimistic document, because American workers want to believe in their country, its institutions and its people. They ask both parties to construct platforms for building an America that works for everyone.

An America That Works for Everyone

The United States is a beacon of freedom and opportunity for the world. Endowed with tremendous natural resources, an enduring political system and blessed with a population blended from all races and nationalities, America has always looked to the future with a goal of improving on the present. Indeed, the American dream remains what it has been for more than two centuries—to make life better for one's children and their children's children.

This commitment to the future requires a growing, healthy, expanding economy. For individuals and society, jobs are the key to the future. Meeting the common needs of life—food, shelter, clothing and medical care—is dependent upon the income produced by employment. Fulfilling the opportunities afforded every individual—to live in decent neighborhoods, to educate their children, to enjoy leisure time, and to enrich themselves through the arts—also requires a paycheck. Individuals who seek to advance to the limits of their own skills and initiative find the room to grow in a full employment economy, which is continually creating new jobs, the need for greater skills and the chance for promotion.

Work in America should be a rewarding experience—in terms of the wages that provide the wherewithal to enjoy life in this country, and, equally important, in terms of individual fulfillment. Work expands individual horizons, provides a sense of accomplishment and an expression of human worth. There is satisfaction in producing goods and services, and a confidence in the future that results from productive work.

Society, too, has an important stake in full employment. From wages come the tax revenues that operate government, providing services that people need and creating new opportunities. The dynamic American economy rests on consumer purchasing power and the principle that workers are able to enjoy the goods and services they produce.

In other words, America works best when all Americans are working. Therefore, the AFL-CIO seeks an unequivocal commitment from both parties to full employment—a job opportunity for each person able and seeking work. Full employment is the cornerstone of our domestic program. And full employment is essential to building a strong America capable of meeting its commitments around the world.

An Economy That Works

Full employment is the only economic policy that would simultaneously fight inflation and the inequities that inflation causes. It would attack inflation through increased production of goods and services and more effective use of productive capacity that now lies idle. It would provide a better balance between tax revenues and expenditures by turning the unemployed into taxpayers instead of tax users.

Unlike other economic policies which fight inflation by increasing the inequities faced by those at the lower end of the economic spectrum, full employment is not a gimmick. Full employment is not the symbolic and unworkable solution proposed by the budget balancers. It is a workable economic policy which is based on more than statistical legerdemain.

Economic theories that ignore the integral role of the federal government in the economy in order to fit neatly into the dogma of a particular political ideology are doomed to failure. Government is more than an institution of governance; it is also a consumer and an employer. The government buys the goods and services it needs from private businesses, and the people who are employed by the government are also consumers. Reductions in government spending to reach some artificial numerical limit have a recessionary impact. Government assistance—particularly for the unemployed, retirees, and the poverty stricken—also has the beneficial effect of sustaining consumer

purchasing power which is so vital to the economy.

Just as government should not be spendthrift, neither should the blind pursuit of a contrived balance between revenues and expenditures in all times be the preoccupation of economic policy. Of far greater benefit to the economy and society would be a balanced budget achieved through full employment. Such a balanced budget is both legitimate and desirable. It would be a budget based on the people's needs and the revenues generated by a healthy economy.

Spending reductions that increase unemployment actually widen the deficit. Each one million workers who become unemployed cost the federal government \$25 billion in added social costs and lost tax revenue.

There are no acceptable tradeoffs between inflation and unemployment or between defense and those programs that make this society worth defending. Those who have borne the heaviest burden of inflation—the unemployed, the poor, the elderly, the handicapped and the minorities—must not be asked to sacrifice again through severe cuts in programs designed to ease their burden. The fight against inflation demands equality of sacrifice, not the sacrifice of equality. Further widening of the gap between the "haves" and "have nots" will only compound the ills of the economy and society.

Those who espouse a balanced budget regardless of economic circumstances are mixing anti-government political rhetoric with an economic theory that fails to recognize the current inflation does not fit the classic definition of too many dollars chasing too few goods.

Government is not the enemy of the people or the economic system. Government is the people; it is their agent, so designated by a democratic process. It must meet the obligations conferred on it by the people in the Preamble to the Constitution: "(to) establish justice, insure domestic tranquility, provide for the common defense, promote the general welfare, and secure the blessings of liberty to ourselves and our posterity."

The annual budget is the repository of all government actions to fulfill these obligations—obligations that are not conditioned by the phrase "but only if the budget is in balance." Nor is the government directed to "provide for the common defense" at the expense of programs to "promote the general welfare." It must meet both needs.

The danger of the balanced budget mania is not confined to the anti-government demagoguery surrounding it; it is also bad economics. The current budget deficit did not cause inflation, and eliminating the deficit overnight will not cure inflation. Even its strongest adherents admit that balancing the budget is a psychological or symbolic gesture. The nation does not need the psychology of unemployment or the symbols of unemployment lines.

The specific causes of inflation—energy, interest rates, housing, food and medical care—will continue unrestrained and unimpressed by the "symbol" of a balanced budget. Rather than a psychological ploy, America needs firm policies that will deal with those sectors of the economy that are contributing the most to inflation. Reducing interest rates, eliminating dependence on imported petroleum, controlling commodity speculators, containing hospital costs and increasing the housing supply would have a much greater effect on reducing inflation.

Much more will be needed to restore economic health, full employment and balanced growth. The nation must begin a comprehensive program designed to reindustrialize America. The nation cannot afford to be a service-based economy dependent upon other countries for both finished goods and vital raw materials. Too much of American technology is exported abroad; too many plants are obsolete; too many urban areas are becoming waste lands. The nation's transportation system is either inadequate or in disrepair. Reindustrialization will require a massive, coordinated national

effort directed at areas of greater need. Such an effort will require federal leadership and the participation of labor and management.

In a world that practices fair trade, a revitalized American industry can compete. International trade tactics—such as dumping, state-controlled export mechanisms, unfair barriers to U.S. products and government subsidies—only serve to stifle America's economic growth.

The nation needs a fair and equitable program committed to achieving full employment, and we look to the political parties to present such a positive program.

Civil Rights

Inflation and recession have halted progress to achieving equal rights and equal opportunity. Thus, it is no longer sufficient for the political parties to blandly pledge support for laws prohibiting discrimination against minorities and women. There must be aggressive, positive efforts to eliminate the discrimination and segregation through rates of pay and job classification.

Discrimination based on economic class is no more desirable than discrimination based on race or ethnic origin. Economic discrimination—because it traps greater percentages of black and Hispanic Americans in poverty—has racial overtones resulting from past failures of our society. To ignore that fact is to subscribe to discrimination, but under a supposedly more enlightened and color-blind premise.

Equal employment opportunity must not mean an equal chance to stand in the unemployment line. High mortgage interest rates must not subvert the purpose of fair housing laws. Statutory and legal rights to equality must not become empty promises, because the right to eat in a restaurant is valueless if the person cannot afford to pay the check.

Ratification of the Equal Rights Amendment must have the high priority and unswerving support of both political parties. Equality should be a constitutional right, and not the sum of piecemeal legislative efforts.

In the final analysis, however, the depth of commitment to civil rights in the platforms of the political parties must be measured by their proposals for the economy and, in particular, the federal budget, because the budget defines what the role of government will be in enhancing social justice and providing equal opportunities.

● Making Social Programs Work

Much work remains to be done to improve the operation, administration and funding of the social programs that are important to the daily lives of millions of Americans and to the achievement of economic and social justice for every American. These programs are the bulwark of a society with a social conscience.

The *status quo*—the simple continuation of these programs—is not good enough. Social security has been good for America and for its senior citizens, but it can be improved and strengthened. Free public education has made America great, but there must be more of it, accessible to more people. Medicare and Medicaid have helped millions of Americans, but now is the time to extend that help to everyone through comprehensive national health insurance.

Making Government Work

Effective government—responsible to and representative of the people—is essential in a complex, democratic society. Government provides order, ministers to the common needs, protects the weak from exploitation by the powerful and protects individual rights and liberty.

The administration of government can be improved, but it will not be improved if those who work for government are treated as second class citizens or made scapegoats. Public participation in the electoral process can be enhanced, but that will not happen so long as millions of Americans

Protecting Those Who Work

The AFL-CIO believes the American dream has currency; workers have the right to continue to seek a better life. In a democratic society, it is wrong for one group to impose lower expectations on another group, to demand a degree of sacrifice not demanded of all, to permit exploitation of some for the profit of others. The nation agreed with this principle when it enacted laws prohibiting child labor, establishing a fair minimum wage, promoting safety and health in the workplace, protecting prevailing pay standards and, most importantly, permitting workers to freely join unions and bargain collectively with their employers.

This body of law sets the ground rules for employer conduct. It is the *sine qua non* which sets the American free enterprise system apart from that practiced in other nations. Human life and dignity are not commodities that can be sold, traded or bartered.

Resolving the inevitable conflicts between employer zeal for profits and the determination of workers for fair compensation is never easy in a democratic society. The quick solution, of course, is government compulsion, but democracy is not designed to be convenient; it is supposed to give the participants the opportunity to live their own lives.

In recent years as inflation accelerated, those who have always opposed safeguards for workers and their rights have stepped up their attack on

these protections. They hope that a public concerned about inflation will accept any proposals to reduce employer costs and ignore the consequences to life and liberty. They couldn't be more wrong.

This society places too great a value on human life to jeopardize the health and safety of workers in order to increase corporate profits in the dubious hope that corporate largesse will reduce prices.

The American people also know that if businesses are permitted to continue to flout the labor laws with impunity, such disrespect for the law soon undermines "domestic tranquility." Present labor law simply does not work effectively. Rather than serving as an instrument to provide industrial democracy, it has become a tool to frustrate workers' rights.

Laws that protect workers protect all of society. Unemployment insurance benefits not only the workers who lose their jobs, it also cushions the economy from a total loss of purchasing power. Workers' compensation insures society against having to assume the burden of the care of injured workers and their families. Trade adjustment assistance for workers injured by foreign trade also helps their communities adjust to the loss of jobs and maintain a skilled workforce.

The AFL-CIO asks both parties to commit themselves and their standard bearers to protecting and improving these programs and laws that are vital to workers and to everyone.

are discouraged from participation by restrictive registration practices. Democracy can be strengthened, but not by continuation of such undemocratic procedures as the filibuster or the perpetuation of a system of campaign financing that makes dollars more important than votes.

Government cannot function properly if it is denied adequate funding as a result of statutory or constitutional measures that arbitrarily and mechanistically limit the budgeting process. The representatives elected by and accountable to the people must have the flexibility necessary to adopt budgets that meet the needs of the people as well as changing world conditions.

Working for Peace and Freedom

Poverty, exploitation and a lack of freedom burden the people of much of the world, and the United States must actively seek solutions to these problems. The foreign policy of the United States must be based on the promotion of human rights and democratic values and institutions, including the strengthening of free trade union movements throughout the world.

Because of its political and economic importance, its treaty obligations and its support of human rights, the United States must continue to assume its leadership responsibilities in partnership with other nations which share our dedication to peace and freedom.

The Western Alliance has never faced tests as grave on as many fronts as it faces today. From the Persian Gulf to the Caribbean Sea, the Soviet Union is pursuing military, political and diplomatic initiatives which endanger peace and freedom. Economic warfare, too, has become a part of the complex international picture and a con-

stant peril to Western economies.

Despite the growing military power of the Soviet Union, Western democracies maintain an unchallenged lead in economic resources and productive capacity. What is needed now is the will to harness that capacity to resist the totalitarian assault on vital Western interests and to promote democratic economic development in the Third World and other impoverished nations.

The United States and its allies must develop in concert the appropriate military capability to meet the Soviet challenge wherever it is presented. Industrial democracies must work more vigorously to achieve coherent and coordinated economic policies, including a critical reexamination of the growing dependence of Western economies on the Soviet Union. The Western Alliance, and particularly NATO, must resist Soviet diplomatic, political and economic efforts to drive a wedge between the United States and its allies.

The continuing shift in the overall military balance to the disadvantage of the West must be corrected, by strengthening NATO and by modernizing and improving the readiness of U.S. military forces.

The United States must forge enduring international relationships for the coming years. The Camp David agreement provides a framework for peace in the Middle East and should be pursued. The Panama Canal Treaties provide a foundation for improved relationships with Latin American countries. Continued consultations with industrial democracies in Europe and Asia on economic issues offer hope for positive results.

The United States and its allies must not be found wanting or lacking in resolve in facing the challenges to peace and freedom.

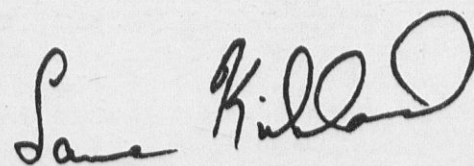
Conclusion

The complex problems confronting the United States require strong leadership, deep commitment and firm resolve.

Both parties must address these issues in their platforms. The parties must present their proposals squarely, honestly and factually, and bind their standard bearers and legislative leaders to keeping the party's word as set forth in its platform. Such action is necessary to restore public confidence in the political institutions of this country.

Issues, and not personalities, should be the basis on which the American people determine

their vote in November. Issues will be the sole determinant for the AFL-CIO. We shall examine and evaluate the platforms of both parties and report to our union members the positions of the parties on the issues of concern to working people.


President

Metropolitan Region Committees meet



REGION II PERFORMANCE EVALUATION PRESIDENTIAL TASK FORCE, from left, Dennis Tobin, Local 350; Sarah Johnson, Local 351; Charles Bell, Local 406; Glinnie Chamble, Local 447; James Wood, Local 646.



METROPOLITAN REGION II EXECUTIVE BOARD, from left back row: Keith Edwards, Brenda Nichols, President James Gripper, Jackie Goodwin, Cassell Brockett, William Baer, George Caloumeno, Roy Johnson, Charles Bell, Mohamed Hussein, Ismael Lopez, John LaSand, Ronnie Smith, Mary Bowman; middle row: Clinton Thomas, Felton King, Frances DuBose, Helen Cugno Carter, Robert Diaz, A. David; front row: Ann Brown, Shirley Kreisberg, Jeri Bell, Stella Williams, Joseph Johnson, Margaret Meaders, Hugo Forde, George Boncoraglio and Charlotte Rue.

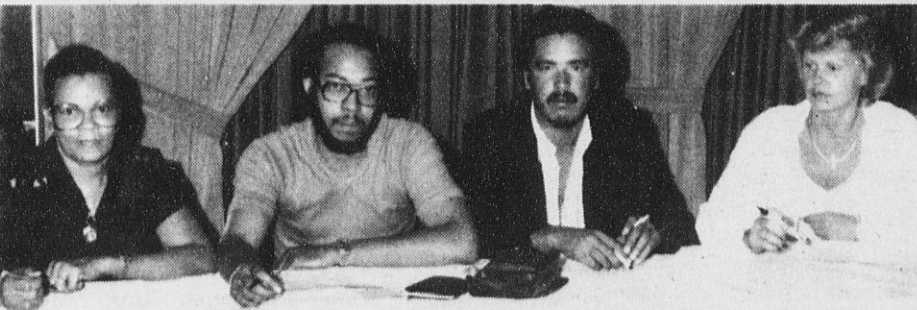


REGION II SOCIAL COMMITTEE (left) Mattie Bryant, Local 447 at the left; Charles Bell, Local 406; and Irene Brandt, Local 429.

REGION II LEGISLATIVE AND POLITICAL ACTION COMMITTEE (right) from left standing: Jerome Wilks, Local 447; Joseph Healy, Local 406; Leroy Edwards, Local 401; Tyrone Daniels, Local 429; sitting: Ann Brown, Local 259; Adele Borocov, Local 010; Ronnie Smith, Local 429; and Jackie Goodwin, Local 450.



REGION II AUDIT AND BUDGET COMMITTEES, from left, Virginia Casey and Eleanor Mooney, Local 447; Brenda Grasso, Local 446; Tony Copeland, Local 402; Shirley Kreisberg, Local 406; Connie Brown Jr., Local 402; and Jeri Bell, Local 429.



REGION II EDUCATION AND MEMBERSHIP COMMITTEE, from left, Mary Edwards, Local 406; Keith Edwards, Local 443; Carlos Rivera, Local 447; and Sue Techky, Local 429.



REGION II BEEPER COMMITTEE, from left, Stella Williams, Local 351; Ismael Lopez, Local 413; and Frances DuBose, Local 646.

REGION II MENTAL HYGIENE TASK FORCE, (below) from left back row: Helen Cugno Carter, Local 438; Margaret Meaders, Local 443; Mary Bowman, Local 402; Felton King, Local 429; middle row: CSEA Field Representative Bart Briar; Mohamed Hussein, Local 413; Region II President James Gripper; George Boncoraglio, Local 446; front row: A. David, Local 419; William Baer, Local 438; Brenda Nichols, Local 447; Roy Johnson, Local 433; and Ismael Lopez, Local 413.



REGION II PUBLIC RELATIONS COMMITTEE, from left, Earl Washington, Local 259; James Wood, Local 646; Charlotte Rue, Local 438; and Bernardo Osorio, Local 402.



Suffolk Local 852 plans reorganization

HOLTSVILLE — A reorganization of Suffolk County Department of Public Works units of CSEA Local 852 was approved recently by the Local 852 Executive Committee.

The reorganization was made necessary following a reorganization of the department by the county earlier this year.

Under the approved reorganization:

- The Buildings and Grounds Department White Collar Unit and the Public Works Department White Collar Unit are consolidated.

- A Department of Public Work, Division of Buildings Unit is established.

- The Department of Public Works Blue Collar Unit remains intact.

Under the reorganization, an election in the new consolidated white collar unit will be held within 90 days of the passage of the reorganization. Until that time, the Public Works White Collar Unit President Edgar Ostrander will serve as unit president.

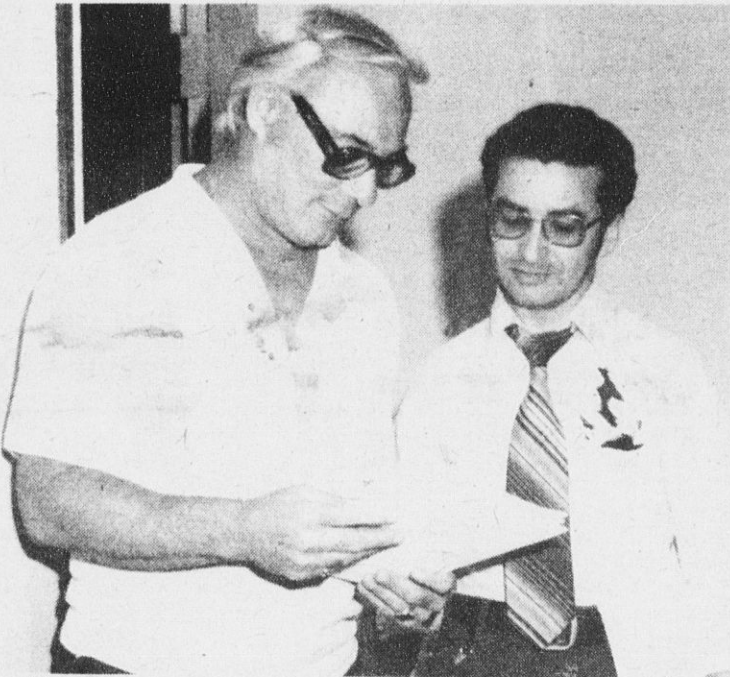
Elections also will be held in the Division of Buildings Unit and the Public Works Blue Collar Unit as stipulated in the reorganization.

The reorganization was worked out at meetings chaired by Local 852 Executive Vice President Robert Kolterman. Also taking part in these meetings were Local 852 Fourth Vice President Kenneth Horsford and presidents of the former units: Ostrander, Charles DeMartino, Sam Iadicicco and Leo Argano.



ATTENDING A RECENT MEETING of the Suffolk County Local 852 Executive Committee in Holtsville are, from left, Mary O'Campo and Robert O'Brien, both of the BOCES II Unit; and John Desmond, Probation Unit.

SPEAKING AT THE RECENT MEETING of the Suffolk County Local 852 Executive Committee in Holtsville is Steve Regenstreif of AFSCME, right. Before the meeting he spoke with Norman Bohrer of Local 852.



DISCUSSING THE LAYOFF SITUATION in the Town of Brookhaven are Brookhaven Highway Unit President Charles Novo, left, and Suffolk County Representative to the CSEA Board of Directors Edward Garcia. The two talked before the recent Suffolk County 852 Executive Committee meeting.

Nassau OTB workers ok contract

HEMPSTEAD — Nassau Downs Off-Track Betting employees have voted to accept a new contract they had voted on earlier.

The CSEA unit of the Nassau County CSEA local 830, voted by a two-to-one margin to accept a two-year contract, giving them 9.5 percent raise retroactive to Jan. 1 and another 9.5 percent raise next year.

In March the unit turned down, by 293 to 88, the contract which had been recommended by a state factfinder.

Gallagher to head election year programs

ALBANY — In preparation for its most active election-year ever, CSEA has hired a Training Specialist to develop workshops, seminars and other programs to get members involved with the political process.

Ramona Gallagher of Buffalo will be "teaching members why they should get involved if they don't already know, and showing them how to get involved if they want to, but don't know where to start," said CSEA Political Action Director Bernard J. Ryan.

Ms. Gallagher will deal with all areas of political action, including voter registration; the endorsement process; telephone canvassing and polling.

She will be designing programs for all regions of the state, and will be available to set up such programs for local presidents who request them from their regional offices. Ms. Gallagher can be contacted by calling or writing CSEA's Political Action Department in Albany.

"Public employees are forced by nature to be political animals," she says. "Whether we like it or not, we are the only group of workers that elects its own bosses. The fact that they can, in this state, legally 'impose settlements' on us means that our financial security directly depends on who gets elected."

This year, the entire 210-member state legislature is up for re-election. In addition, this was a census year,

and the party that wins control of the legislature gets to redistrict the state, insuring its dominance for the rest of the decade.

Finally, this is a Presidential and Congressional election year, and dozens of local and county seats are up for grabs, too.

"All these factors make this the most important political year for CSEA members in a long time," Ms. Gallagher said. "There's never been a better time for us to get involved."

As New York State's largest public employees union, CSEA has long had a vested interest in politics, but it is only in recent years that the giant union has shifted its political activities into high gear, with the creation of a Political Action Fund for backing candidates and a separate Political Action Department.

Ms. Gallagher, a former president of CSEA Local 352 (Labor Department — Buffalo), also served as co-chair of the Region VI Political Action Committee and as a member of the Statewide Political Action Committee, as well as third vice-president of Region VI for two terms. She recently returned from AFSCME headquarters in Washington, D.C., where she participated in a series of political briefings on the upcoming campaigns. She will maintain her residence in Buffalo, while working under the direct supervision of Mr. Ryan.

Local 412 dinner dance



LETCWORTH VILLAGE Developmental Center CSEA Local 412 recently held its second annual dinner dance, with a Mardi Gras theme. In the above, Local 412 members Brenda Ludwig, left, and Melinda Rodriguez appeared as Mickey and Minnie Mouse. In photo at right, Local 412 President Vincent Covati relaxes during the program.

State employees win a total of \$3,040 for suggestions

Twenty-nine state employees received a total of \$3,040 in cash awards in May and June for money-saving ideas submitted to the New York State Employee Suggestion Program. This program is administered by the New York State Department of Civil Service. Estimated first-year savings from these suggestions total more than \$34,000.

Award recipients were:

\$1,000 — Frank D'Amico, Principal Mail and Supply Clerk, Higher Education Services Corporation, Albany.

\$915 — David W. Parkis, Driver Improvement Adjudicator, Department of Motor Vehicles, Albany.

\$100 — Bruce Lester, John Stoliker and Elizabeth Lake, Division of Criminal Justice Services, Albany; Anne McDonald, and a joint award shared by Carol Ornoski, Nance Menegio, Betty Farrell and Nancy Rodenmacher, Motor Vehicles, Albany.

\$75 — David Decker, Department of Health, Slingerlands.

\$50 — Marjorie Higgins, Health, Glens Falls; Daniel Buczynski, Office of General Services, Buffalo; Patricia Bonaparte, Commission on Alcoholism and Substance Abuse Prevention and Education, Albany; George Howard, Jr., Department of Transportation, Albany, and Edward Cohen, Department of Public Service, Albany.

\$25 — A joint award shared by Doris Markel and Marion Aepli, Transportation, Oneonta; Joyce Moscrip, Transportation, Delhi; Paul Brendel, Department of Labor, Buffalo; Monica Jacobs, Department of Audit and Control, Albany; Angela Rainville, Health, Glens Falls; Craig Chapman, Motor Vehicles, Syracuse; Lee Burns, Dorothy Conroy, Kristin Bliven, and Patricia Barden, Department of Taxation and Finance, Albany; Ralph Welikson, Workers' Compensation Board, New York City, and Ruth Steinberg, Office of Alcoholism and Substance Abuse, Albany.

Cash award recipients also received Certificates of Merit. Certificates of Merit were also awarded to Donna Coil, Department of Social Services, Albany; Thomas Williams, Division of State Police, Cortland; William Dorries, Criminal Justice, Albany; Matthew Klimcovitz, Division of Military and Naval Affairs, Albany, and Celestine Anderson, Tax, New York City.



AMONG THOSE ATTENDING THE ANNUAL New York State Bridge authority Local 050 annual picnic in Poughkeepsie are, from left back: Mickey Flynn, Dean Davis, Roland Kelly and John Brooks; front: Ed Barker, President Frank McDermott, Mike Viviano and Jim Ban.

OPEN CONTINUOUS STATE JOB CALENDAR

Senior Medical Records Technician	\$10,624	20-102
Pharmacist (salary varies with location)	\$14,388-\$15,562	20-129
Assistant Sanitary Engineer	\$16,040	20-122
Senior Sanitary Engineer	\$18,301	20-123
Clinical Physician I	\$27,942	20-118
Clinical Physician II	\$31,055	20-119
Assistant Clinical Physician	\$25,161	20-117
Attorney	\$14,850	20-113
Assistant Attorney	\$12,397	20-113
Attorney Trainee	\$11,723	20-113
Junior Engineer	\$12,890	20-109
(Bachelor's Degree)		
Junior Engineer	\$13,876	20-109
(Master's Degree)		
Dental Hygienist	\$8,950	20-107
Licensed Practical Nurse	\$8,051	20-106
Nutrition Services Consultant	\$13,404	20-139
Stationary Engineer	\$10,042	20-100
Senior Stationary Engineer	\$11,250	20-101
Occupational Therapy Assistant I	\$9,029	20-174
Occupational Therapy Assistant I	\$9,029	20-174
(Spanish Speaking)		
Vocational Rehabilitation Counselor	\$14,142	20-140
Vocational Rehabilitation Counselor Trainee	\$11,983	20-140
Medical Record Technician	\$9,481	20-143
Histology Technician	\$8,051	20-170
Professional Positions in Auditing and Accounting	\$11,250	20-200
Computer Programmer	\$11,250	20-220
Computer Programmer (Scientific)	\$11,250	20-222
Senior Programmer	\$14,075	20-221
Senior Computer Programmer (Scientific)	\$14,075	20-223
Mobility Instructor	\$11,904	20-224
Instructor of the Blind	\$11,250	20-225
Health Services Nurse	\$11,250-\$12,025	20-226
(salary varies with location)		
Senior Heating and Ventilating Engineer	\$18,301	20-227
Senior Sanitary Engineer (Design)	\$18,301	20-228
Senior Building Electrical Engineer	\$18,301	20-229
Senior Building Structural Engineer	\$18,301	20-230
Senior Mechanical Construction Engineer	\$18,301	20-231
Senior Plumbing Engineer	\$18,301	20-232
Assistant Stationary Engineer	\$7,616	20-303
Electroencephalograph Technician	\$7,616	20-308
Radiologic Technologist	\$8,454-\$10,369	20-334
(salary varies with location)		
Medical Record Administrator	\$11,904	20-348
Food Service Worker I	\$6,456	20-352
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
Mental Hygiene Therapy Aide Trainee	\$7,204	20-394
(Spanish Speaking)		
Associate Actuary (Casualty)	\$18,369	20-416
Principal Actuary (Casualty)	\$22,364	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Assistant Actuary	\$10,714	20-556
Nurse I	\$10,624	20-584
Nurse II	\$11,904	20-585
Nurse II (Psychiatric)	\$11,904	20-586
Nurse II (Rehabilitation)	\$11,904	20-587
Medical Specialist II	\$33,705	20-840
Medical Specialist I	\$27,942	20-841
Psychiatrist I	\$27,942	20-842
Psychiatrist II	\$33,705	20-843
Social Services Management Trainee	\$10,824	20-875
Social Services Management Specialist	\$11,450	20-875
Social Services Management Trainee	\$10,824	20-876
(Spanish Speaking)		
Social Services Management Specialist	\$11,450	20-876
(Spanish Speaking)		
Industrial Training Supervisor	\$10,624-\$12,583	20-877
(salary varies depending on specialty)		
Physical Therapist	\$11,337	20-880
Physical Therapist (Spanish Speaking)	\$11,337	20-880
Senior Physical Therapist	\$12,670	20-881
Senior Physical Therapist (Spanish Speaking)	\$12,670	20-881
Speech Pathologist	\$12,670	20-883
Audiologist	\$12,670	20-882
Assistant Speech Pathologist	\$11,337	20-884
Assistant Audiologist	\$11,337	20-885
Dietician Trainee	\$10,624	20-888
Dietician	\$11,250	20-887
Supervising Dietician	\$13,304	20-886
Stenographer (NYC only)	\$6,650	20-890
Typist (NYC only)	\$6,071	20-891
Senior Occupational Therapist	\$12,670	20-894
Senior Occupational Therapist	\$12,670	20-894
(Spanish Speaking)		
Occupational Therapist	\$11,337	20-895
Occupational Therapist (Spanish Speaking)	\$11,337	20-895

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

Keep the Special Olympics Torch Burning...



HELPING MAKE THE SPECIAL OLYMPICS at Staten Island Developmental Center on May 2-4 work are members of CSEA Local 429 including, from left, (standing) Betty Barnes, Jeanne

Johns, Harold Gay, Betty Vaughn, Florence Vereen and Local 429 President Felton King.

Sponsor an Athlete.

The Special Olympics is truly **Special**.

During the International Special Olympics held last year at Brockport, some two-hundred New York Special Olympians represented our state.

CSEA is proud to have been a continuing sponsor for the Special Olympics — for the International Special Olympics alone, we raised over \$12,000. But now the Special Olympics need you to become personally involved. There are over 40,000 Special Olympians here in New York who continue to need your support.

You can personally sponsor a Special Olympian in the 1980 program of training and competition for only \$19.50! Think of it... *for roughly the price of dinner out for two, you can make a very real contribution to those who need it most.*

Whoever said you can't buy joy has never looked into the faces of Special Olympians as they run their races, jump their jumps, do their pushups and win their medals. And the joy won't stop there. Because everyone who helped — from the volunteers to each financial contributor — shares a special joy quite unlike anything else.

Even if you can't afford the \$19.50 by yourself, you can **SPONSOR AN ATHLETE** with several co-workers or friends. For example, it would cost only \$9.75 apiece for two people; only \$3.90 each for five people. Of course, you can contribute more.

Each sponsor will receive the name and address of his or her athlete and information on when and where the Olympian will compete. And so you'll have something special to remind you of your help, you'll receive a certificate from

New York Special Olympics, Inc. that you'll be proud to keep.

Please help. For your convenience, use the attached coupon. Send your tax-deductible contribution to:

CSEA Supports Special Olympics
33 Elk Street
Albany, New York 12224

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DANNY DONOHUE, in an interview with *The Public Sector*, says "changing the institutions for community-oriented programs, including a return of those patients already dumped into the community, may be the only way for the State of New York to avert a disaster in Mental Hygiene."

Intentions may be best, BUT state's mental hygiene plan is a blueprint for disaster

CENTRAL ISLIP — "The road to disaster is paved with the best of intentions. That appears to be the route New York State is taking regarding the future care of those in need of mental health services." CSEA Mental Hygiene Presidents Committee Chairman Danny Donohue gave that assessment in an interview this week with the Public Sector.

"The patient-care employees represented by CSEA are the best trained and most experienced workforce in New York State to provide the necessary care for those in need of that care.

"The state hospitals also have experienced operational and administrative employees necessary as well as for those programs now in effect," Donohue said.

The key question in Donohue's mind is when will New York State realize that attempts to gut state-run patient care will backfire.

"I recently heard about a private nursing home spending less than two dollars a day per patient for food but paying huge administrative salaries.

"This is a danger when government gives up control of patient care to those influenced by personal profit motives.

"Government should be interested in where money is going and it should not give up control, for the sake of the mental patients," he said.

He reminds taxpayers that the 60,000 mental health employees of New York State in the 54 hospitals "are

directly responsible to the state, and the tax dollars are closely watched and carefully spent."

Donohue, not taking the current situation lightly, said: "Employees of Mental Hygiene, who are proud of the important jobs they perform, should let their friends, relatives, neighbors, civic groups, etc., know about the problems from Albany that we face — job freezes, closings, rumors of closings and broken promises.

"It also is important for the state legislators and the governor to know where we stand. Sixty-thousand potential voters can make an impact on this fall's elections.

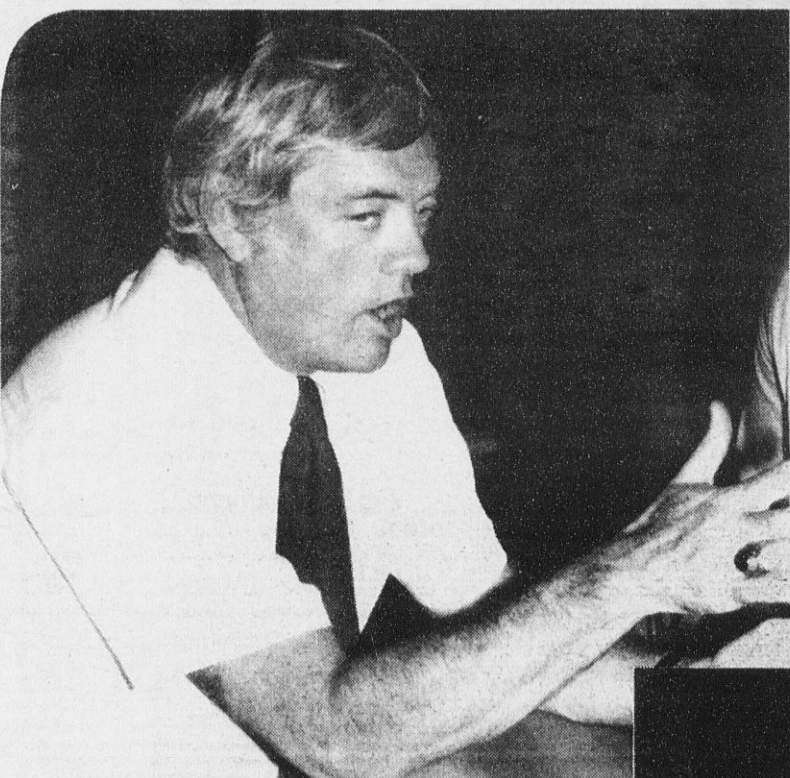
"It is up to all the persons in Mental Hygiene to demand solutions to our problems. The problems are not going to go away," Donohue said.

He said based on the actions this year by the governor and by the State Legislature, there is no way for the state to keep its commitments for community programs and hospital staffing (Morgado memorandum).

Donohue believes the State should be retooling the hospitals to meet the redefined primary mission of mental hygiene care.

"Changing the institutions for community-oriented programs, including a return of those patients already dumped into the community, may be the only way for the State of New York to avert a disaster in Mental Hygiene.

"Such a retooling would provide proper care and followups which would allow the patients to function in our communities and would allow the State to live up to its commitments," he said.



JACK CONOBY, above, explains the circumstances involved with YSI employees.

LOCAL 003 President Pat Pfleger, below attended the informational session for members of her local who work for YSI.



Informational program held

BUFFALO — CSEA Collective Bargaining Specialist Jack Conoby and Jim Guifford, a representative from Youth Services, Inc., were on hand at the Donovan Building downtown July 17 to conduct an information session for Buffalo City Local 003 members working for YSI.

About 30 employees took the opportunity to ask any questions and straighten out any problems they had resulting from their transfer from state service.

Conoby explained that although the employees were now in effect working for a private corporation, their rights and benefits remain as they were under state contract. He assured the group that a problem with incorrectly-issued prescription cards would be remedied as soon as possible.



CSEA ORGANIZER Bob Massey was also on hand to help answer questions from employees.



CSEA FIELD REP Jim Stewart, right, discusses the rights of employees with one of the YSI employees who attended the informational meeting.