

# Public SECTOR

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

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Springtime ritual . . . page 16



## pay legislation funds retro raises State contracts legislation ok'd

ALBANY — "It took a lot longer than it should have, but CSEA refused to renegotiate a contract ratified by our members and in the end we protected the integrity of a negotiated agreement."

With those words, CSEA President William L. McGowan said today that weeks of intense discussions with the state Senate have finally resolved objections to legislation implementing the CSEA-State contracts, clearing the way for payment of nine percent salary increases — retroactive to April — for 107,000 CSEA-represented state employees.

"It's inexcusable that this routine piece of legislation was stalled for so long over the authority of the legislature to play a role in non-salary aspects of our contract, but in the end we were faced with a far more important issue: would we renegotiate our contract for the sake of expediency or would we fight to protect the integrity of a negotiated agreement," the union president said.

"We were not about to barter away some provisions of our contract for other parts. I demanded that the legislature enact all of the provisions of our contract or none of them and ultimately we convinced them that the only fair thing to do was to enact all of the provisions," he said.

Getting what is more commonly known as the CSEA "pay bill" through the legislature got bogged down when the staff of the Senate finance committee began raising numerous questions about virtually all of the non-salary provisions of the union contract dealing with future health insurance costs, labor-management committee funds and studies of pay discrimination on the basis of sex and the need for reclassification of state jobs.

Adding to the confusion was the manner in which the questions were handled. On May 25th, Senate staffers approved a joint statement by CSEA, the Assembly and the Senate announcing final agreement on legislation to implement all

provisions of the union's contract, but the next day Senate finance staffers were telling Capital District newsmen that they still had questions to be answered and were holding up the legislation despite the joint statement approved by other Senate staff.

One Capital District newspaper even reported that a Senate staff member said CSEA wasn't telling the "whole truth" about the legislation, a statement that drew an immediate and outraged response from President McGowan who pointed out that the Senate staff had approved the joint statement in advance.

Finally, a direct discussion between President McGowan and Senator Anderson was required to end the deadlock that has delayed retroactive salary payments for 107,000 state workers. Today, President McGowan and Senator Anderson personally confirmed the issues are resolved and all provisions of the union's contract will be implemented by legislation to be enacted early next week.

"What Senator Anderson was concerned about was the role of the legislature in non-salary provisions of the contract," President McGowan said following the final approval. "And the answer was as simple as providing for legislative observers to constantly monitor activities in these areas. We have no problem with that because we have always been required by law to report to the legislature annually anyway. What's infuriating is that if the Senate staff had dealt with this problem directly, this delay could have been avoided," he said.

During the discussions on the bill, Senate staffers suggested that CSEA divide implementation of the contract. The Senate could approve only the salary provisions and continue to discuss the other issues they said. CSEA's reaction to that proposal was swift and steadfast.

"Other unions may agree to cut up their contracts for the sake of expediency, but this union

absolutely refuses to take that course," Mr. McGowan said. "We negotiated the best contract that we could and in addition to salary and benefit improvements, it provided for studies on reclassification and comparable worth, and funding of labor-management committees to resolve problems in the work place. Our members ratified that entire contract by a 19 to 1 margin.

"We will never agree to enactment of only a portion of that contract because it would make the ratification meaningless and it would effectively put us in the position of renegotiating our contract with the legislature," Mr. McGowan said.

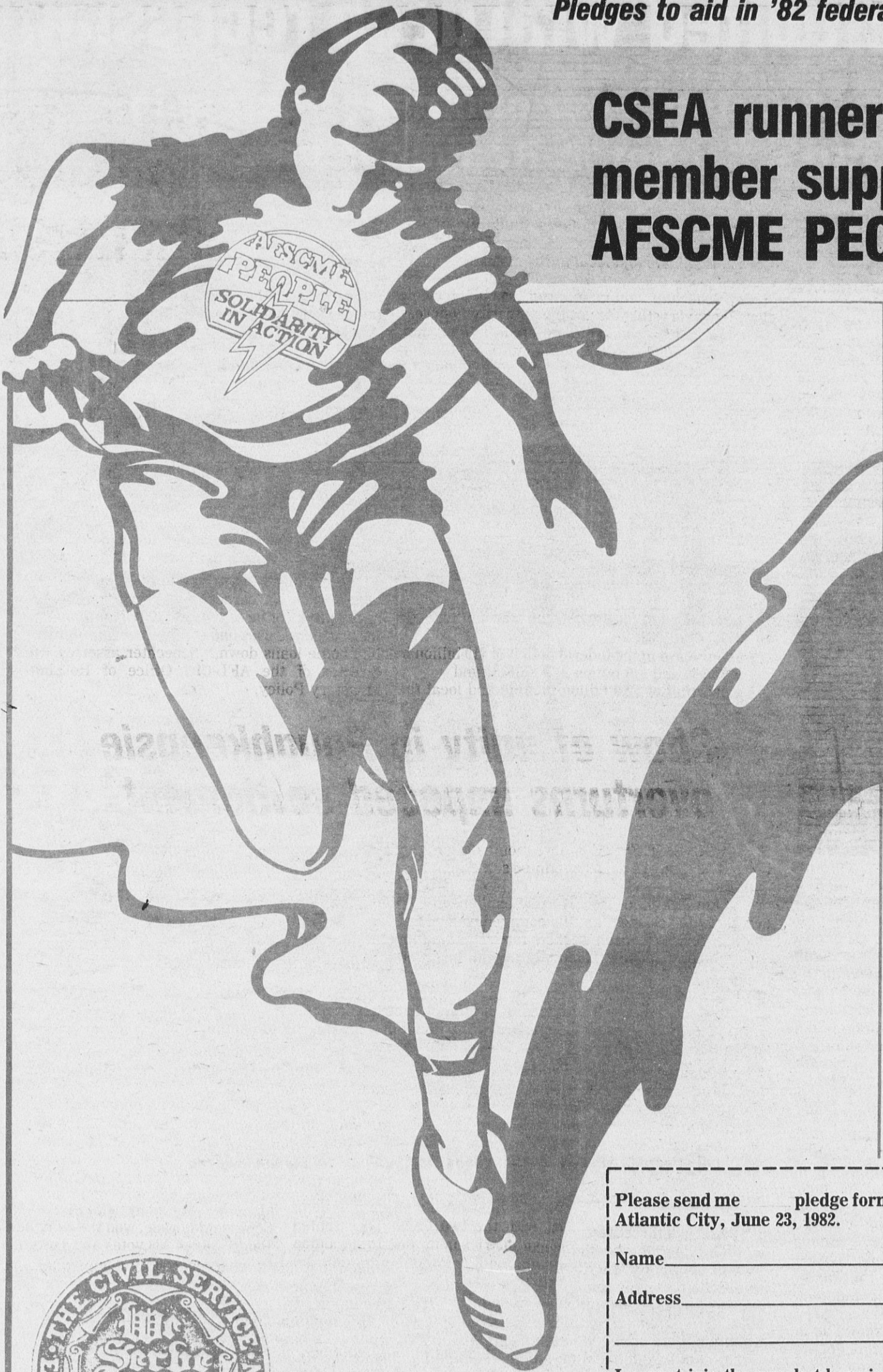
"If the legislature wants to monitor what we are doing in these areas we have absolutely no objection since by law they review the process anyway. What we could not agree to was allowing them prior approval of action in these areas because that would change our agreement and we simply won't do that," Mr. McGowan said.

After the pay bill is enacted next week, an immediate signing by Governor Carey has been arranged and CSEA is urging state Comptroller Edward Regan to expedite processing of retroactive payments.

"It's a damn shame that hard-working public employees have to sit and wait for their money while the Executive and legislative branches of state government plod through this process, but under the Taylor Law, there is no option. Perhaps maybe now all state employees will understand why changing the Taylor Law is a major legislative priority of CSEA," the union president concluded.



# CSEA runners seeking member support for AFSCME PEOPLEthon



ATLANTIC CITY — Make your pledges now to support CSEA runners in the AFSCME "P.E.O.P.L.E.-THON" scheduled for June 23. The race will benefit PEOPLE (Public Employees Organized to Promote Legislative Equality), the political action arm of the international union.

Participants in the three-mile run on the famed Boardwalk will be CSEA delegates, family members or staff attending the AFSCME biennial convention. To run (or walk), each entrant must obtain at least \$30 in voluntary pledges for PEOPLE. Proceeds will be used in the 1982 Federal elections.

"We'll have PEOPLE T-Shirts and refreshments for everyone who enters," said CSEA's PEOPLE Coordinator Ramona Gallagher. "And we'll have awards for top male and female finishers, as well as the youngest and oldest finishers in the race. A grand prize will go to the entrant who collects the most pledges."

Ms. Gallagher added that PEOPLE pledges have become especially important this year "if we are to support candidates who'll speak out for us in Washington against the Reagan Administration policies which are proving so disastrous, particularly to us as public employees."

Pledges, made payable to "PEOPLE", must be submitted by June 22. They may be turned in at the AFSCME convention, or mailed in advance to the CSEA Legislative Office in Albany.

Please send me \_\_\_\_\_ pledge forms for the PEOPLE-THON run in Atlantic City, June 23, 1982.

Name \_\_\_\_\_

Address \_\_\_\_\_

I cannot join the run, but here is my contribution to PEOPLE:

\$3 \_\_\_\_\_ \$5 \_\_\_\_\_ \$10 \_\_\_\_\_ \$15 \_\_\_\_\_

(Make checks payable to "PEOPLE")



Mail to: CSEA Legislative Office

150 State Street 5th Floor Albany, NY 12207

All pledges should be made payable to PEOPLE and must be submitted by 5 p.m., Tuesday, June 22, 1982. In accordance with Federal law, the PEOPLE Committee will accept contributions from AFSCME members and their families.



# Reagan credited with deep recession

## AFSCME'S McEntee: Fear of a new Depression

## AFL-CIO's Schechter: Reagan is cause

WASHINGTON — Union officials continue to place the blame for deepening economic problems squarely on the shoulders of President Ronald Reagan.

In a recent salvo, the AFL-CIO Public Employee Department (PED) charged that Reagan's "so-called economic recovery program is directly responsible for the severity and duration of the current U.S. recession.

Meanwhile AFSCME President Gerald W. McEntee was declaring in a speech before the National Press Club that the proposed balanced budget amendment of Reagan's "would irrespon-

sibility hamstringing the entire Federal government" while massively increasing unemployment, slashing the country's Gross National Product and devastating state and local governments.

At virtually the same time, AFL-CIO Economist Henry Schechter said in a network radio interview that Reagan's refusal to use the authority Congress gave him to help channel more credit into productive investment areas is a big factor in continuing the high interest rates that have a stranglehold on homebuilding, auto production and other economy-stimulating expenditures.

PED's study forecasts the Reagan economic policies as causing:

- the addition of 700,000 people to the unemployment rolls between the beginning of 1982 and the end of 1983—200,000 in 1982 and 500,000 in 1983;
- a decline in real economic growth of 0.6% in 1982 and 1.3% in 1983;
- a decrease in business investment of 2.1% in 1982 and 3.2% in 1983;
- a drop in auto sales of 400,000 in 1982 and 800,000 in 1983;
- a reduction of 160,000 housing starts in 1982 and 340,000 in 1983;
- an increase in the federal deficit of \$19 billion in FY 1982 and \$48 billion in FY 1983; and
- a shortfall of \$2.9 billion in state and local tax

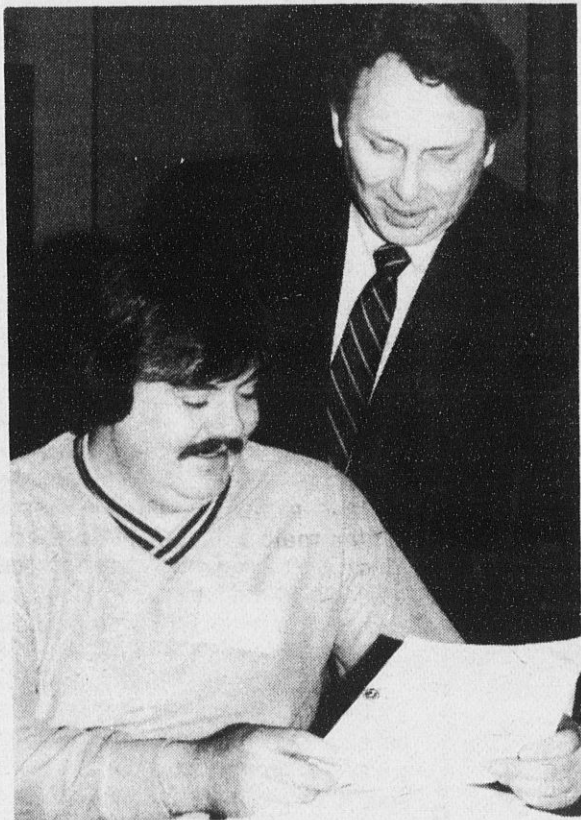
receipts over the next two years.

AFSCME president McEntee declared that "the President's rigid faith is an economic version of laetrile has propelled us towards economic chaos." He said, "Fear that the Reagan Administration will induce a new depression is no longer confined to a few nervous nellys on Wall Street; that fear now reaches across the land."

The AFSCME president labeled President Reagan "a leader who is out of touch with the realities of this nation's people."

Pointing out that the Credit Control Act of 1969 empowered the President to "authorize the Federal Reserve Board to regulate credit, in practically any manner, when necessary to fight inflation," Schechter said the President also shows poor economic judgment in his failure to ask Congress to extend the law beyond its scheduled June 30 expiration — even as a standby weapon that can be used if the recession sinks still deeper, as many economists believe it will.

"Precluding or tightening terms for unproductive uses," such as corporate takeovers and highly-speculative ventures, "would leave more available for productive uses and get interest rates for things like home loans down," Schechter asserted. He is director of the AFL-CIO Office of Housing & Monetary Policy.



**SOME OVER THE SHOULDER ADVICE** — Joseph E. McDermott, right, Capital Region president, gives John McAlonan, Essex County Local president and the new chairman of the Adirondack Committee, some advice about committee matters. The Adirondack Committee serves the needs of North Country union leaders and members.

## Show of unity in Poughkeepsie overturns imposed settlement

POUGHKEEPSIE — Two months after a legislative imposition gave city employees a flat \$500 in lieu of a 1981 pay raise, a negotiated settlement has been reached and overwhelmingly ratified by the rank and file.

Unit President Don Murphy explained he believes the strong show of unity that CSEA members demonstrated on the night the common council imposed the settlement, laid the groundwork for the new contract and he praised workers for "standing together during very difficult times."

Murphy added, "Hopefully we can begin now to rebuild morale and enter into a period of labor peace."

The agreement, retroactive to Jan. 1, grants an immediate \$250 bonus plus an 8.5 percent raise. An additional 6 percent will be added to the salary schedule next year.

Other provisions include tightening up layoff procedures, allowing employees the option of waiving hospitalization benefits in lieu of a \$200 annual payment, clarifying positions included in the bargaining unit, and permitting establishment of a biweekly payroll if other city unions concur.

The unit's negotiating team represented approximately 180 workers and was made up of Kay Olivo, Pat Rabbett, Ethel Tornatore, Bill Gallagher, Douglas Fairbanks Jr., and Collective Bargaining Specialist John Naughter.

## CSEA-endorsed candidates win school board elections

ALBANY — Three school board candidates endorsed by the Region IV Political Action Committee were successful in their election efforts recently.

In the City of Schenectady Board race, Jack Parisi, who never officially announced his surprise candidacy,

easily outdistanced the other candidates to come in first in a three-way race for two vacancies. Parisi, who is president of the Schenectady City Hall CSEA Unit, was often criticized

by incumbent candidate Neil Goldman. Goldman charged unsuccessfully that Parisi could be placed

into a compromising position in dealing with the two CSEA represented school district units due to his union involvement. Parisi blunted the criticism and the Capital Region pointed out the value of having a public employee, who is aware of the constraints of the Taylor Law, on the board of education.

also endorsed by CSEA in the Schenectady race, won the other seat. Parisi gained 988 votes and Tutty 769, to Goldman's 659.

In the City of Saratoga Springs board contest, CSEA backed candidate James B. Lesniewski, who won one of the two vacant seats.

## 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.

### JUNE

- 8—Region III Local Treasurer's Seminar, Holiday Inn, Suffern 7:30 p.m.
- 10—Statewide Board of Directors Meeting, 9 a.m., Quality Inn, Albany.
- 11-13—Region VI Spring Conference, Marriott Inn, Amherst.
- 15—Deadline for ballots, CSEA statewide officers election.

- 15—Metropolitan Retirees Local 910 Meeting, 1 p.m., 2 World Trade Center, Room 5890, New York, N.Y.
- 16—Buffalo Local 003 General Membership meeting, Knights of Columbus, 5:30 p.m.
- 20-25—AFSCME Convention, Atlantic City, New Jersey.
- 27-29—County Executive Committee Workshop, The Granit Hotel, Kerhonkson.



# The Public Sector

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**ST. LAWRENCE EAP LAUNCHED** — After months in the planning and talk stages, the St. Lawrence County Employee Assistance Program has become a reality. Shown at the recent official signing of the EAP policy statement: Seated, left to right, Stanley Watson, CSEA Region V employee assistance representative; Augustus Marscher, chairman of St. Lawrence County Board of Legislators. Standing, left to right, Carlton Doane, EAP committee chairperson; Frank Reynolds, EAP coordinator.

## KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224.

This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

### Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

Name _____	Local Number _____
Street _____	
City _____	State _____ Zip _____

### MY NEW ADDRESS IS:

Street \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Agency where employed \_\_\_\_\_

My social security no. \_\_\_\_\_ Agency No. \_\_\_\_\_

## Budget overrides may end local aid snag

ALBANY — After months of political haggling and on-again, off-again agreements, the state's Senate and Assembly, backed by CSEA, are beginning a concerted effort to override Gov. Hugh L. Carey's vetoes of more than \$300 million of state aid for financially strapped local governments and school districts.

The action may finally write the last chapter in a long, dramatic story that began when the Democratic governor announced he wouldn't run for reelection, seriously weakening the traditionally strong hand of an incumbent governor in state budget negotiations.

When Carey said state funds were tight and proposed an austere budget including layoffs and furloughs of state employees and a virtual freeze on state aid to school districts, counties, towns and villages already reeling from federal budget cuts, an election year battle with the legislature had begun.

Eventually the legislature passed appropriations exceeding what Carey claimed were the states available resources by about \$300 million. Most of the amount was in the form of increased aid to schools and municipalities and Carey, holding fast to his promises, vetoed some \$900 million in legislative appropriations in response.

Adding even more pressure, Carey then said if the legislature mounted an override of his vetoes he would not certify the budget as balanced and the state's vital borrowing power would collapse. Finally legislative leaders conceded the governor was in the driver's seat and no override materialized.

But now the spring borrowing is completed and it appears the governor is now riding and the legislature has taken the wheel. Early this week the Senate and Assembly began passing scores of bills designed to restore \$80 million in aid to upstate cities and \$290 million in additional aid to schools across the state. More than 120 separate bills were expected to be passed in the Assembly and by late in the week the Senate had already endorsed more than half of those bills.

The legislation will then go to the governor — where political observers are expecting vetoes — and then back to the legislature for an attempt at a two-thirds majority vote which would enact the legislation despite the governor's objections. Without being specific, Carey is threatening additional austerity measures if an override occurs but no details are yet being mentioned.

CSEA, as previously stated in The Public Sector, is actively lobbying for approval of the increased aid to local government, school districts and the state university system and will support override attempts, according to the union's Legislative and Political Action Office.

"Local governments and school districts are already hurting as a result of federal budget cuts," said CSEA President William L. McGowan, "and they desperately need the additional aid that the legislature is offering. If they don't get it, the impact on our members in local government and schools would be serious with cutbacks, layoffs and wage freezes the ultimate reaction from public employers who would be only too eager to beat up on public employees and point the blame at state government."



## Atty. Karowe heads state bar assn.

### CSEA attorney helped found forerunner of statewide women's bar association

ALBANY — CSEA Attorney Marjorie E. Karowe has been elected president of the Women's Bar Association of the State of New York, a 2,000-member organization whose forerunner she helped found. She will assume the position in July.

"It's very important for women to have a professional organization that can speak for women," said Karowe, an associate in the Albany law firm of Roemer and Featherstonhaugh, general counsel to CSEA. Her union responsibilities include being general counsel to the Women's Committee, the Judiciary Committee and the statewide Election Procedures Committee, as well as liaison attorney to Long Island Region I.

"The goals and purposes of the Women's Bar Association are to address issues specifically relating to women, both as clients and as professional colleagues," she said.

"One of its great values is to allow women professionals to speak with a united voice," she added, "to provide them with networking opportunities — because we aren't in the 'old boys' network — and to afford opportunities for role models."

A 1951 graduate of Smith College and a 1974 graduate of Albany Law School, Karowe studied for her law degree while raising six children. She was editor of the prestigious law review and a member of the Justinian Law Society.

Upon law school graduation, she and other fledging female attorneys formed the Women Lawyers of the Capital District. As the numbers of women entering the law profession grew, so did the group. In 1980 it became the Women's Bar Association; it currently has nine affiliated chapters across the state.



Marjorie E. Karowe

Karowe, who joined Roemer and Featherstonhaugh in 1974, says women lawyers encounter "a significant level of frustration" in finding jobs in private practice, and laments that they are largely unrepresented in the judiciary and elective office, and have limited opportunities to practice litigation.

Says she: "Many women attorneys are not given the cases which bring them to trial courts where they routinely meet with other women attorneys."

## Lattimer rebuts Batavia editorial against workers

BATAVIA — CSEA Region VI President Robert L. Lattimer took to the airwaves here recently to defend public employees against the myth that their pay scales are on a par with private sector workers and that they should forget about pay increases for a while.

Lattimer's on-air rebuttal to a Batavia radio station's editorial complaining about the recent state-CSEA contract settlement blasted those "who continue to point the finger of blame" at public employees as the cause for the current economic crisis.

Lattimer shot down the editorial assertion that public employee wage levels are on a par with private sector workers, citing the

\$11,400 average wage of CSEA-represented employees, which is about \$3,000 below the U.S. Government's poverty income standard for a family of four.

He also refuted the claim of greater job security by public employees, describing job cutbacks in state, county and school district budgets as "commonplace occurrences, with the resultant hardships on members and their families rarely given proper news space."

Lattimer's editorial response was called "very timely" by CSEA members in the radio station's listening area, according to Genesee County Employees Unit President Craig Wiese.

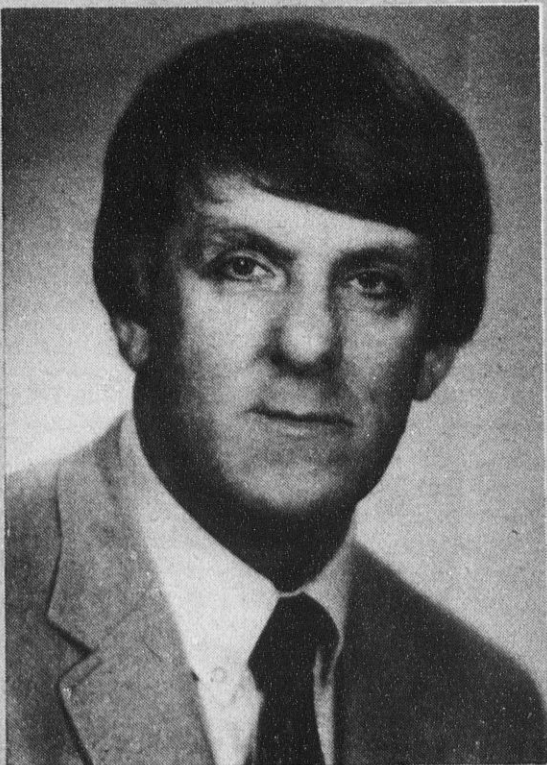
Wiese said the Genesee County legislature was considering freezing employee wages in contract talks for townships that are coming due.

"Our present contract runs through 1983," said Wiese, "and we would be facing the freeze problem if our contract was being negotiated now. So President Lattimer's comments on the worth of public employees and usually being taken for granted was a great morale booster."

Wiese said he and others in the 185-member CSEA unit were glad to hear the CSEA-average-wage figure clarified. "A figure of about \$16,000 average is usually given in news accounts around here," Wiese observed. "And knowing the true figure should help in erasing the 'highly-paid and underworked' image in the general public's eyes."

"It seems like they're always trying to place the responsibility for budget problems on the public employee, ignoring the fact that we face increased costs of food, utilities and other expenses, just like everyone else," Wiese continued, "in addition to paying our taxes."

The unit president said he and his fellow members would continue to be on the alert for "such unwarranted attacks on public employees" in the media so they can be answered forthrightly."



Robert Lattimer, President

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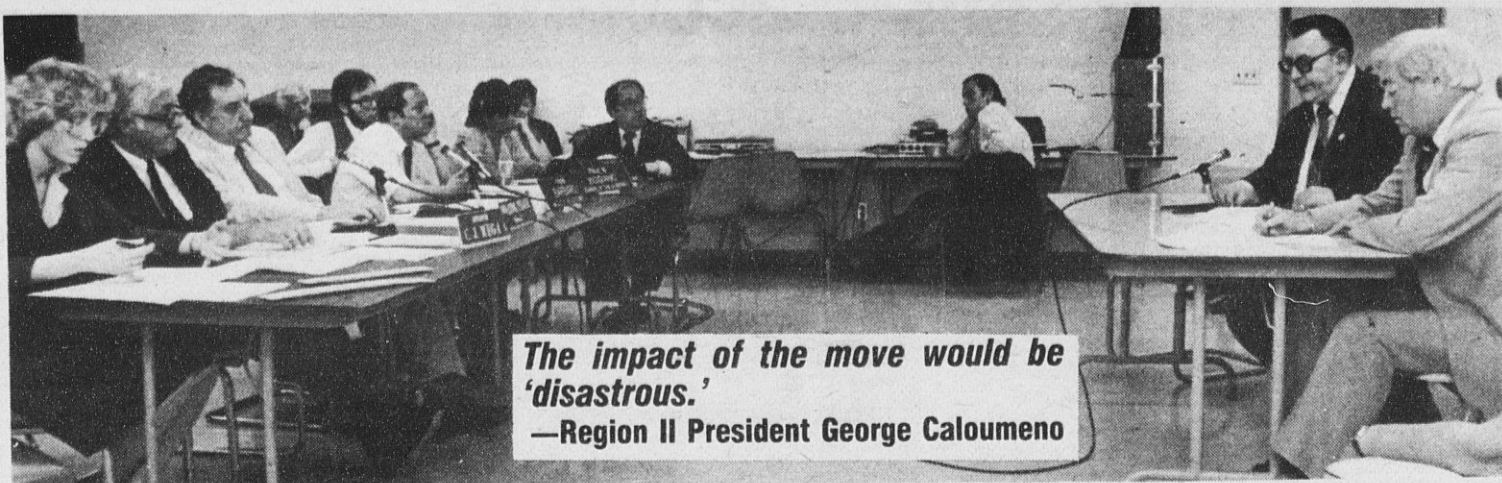
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**The impact of the move would be 'disastrous.'**  
—Region II President George Caloumeno

**TESTIFYING —**  
Metropolitan Region II President George Caloumeno testifies before a joint legislative committee looking into the proposal to move the Workers' Compensation Board from the World Trade Center in Manhattan to Jamaica, Queens. Collective Bargaining Specialist Jack Conoby, right, appeared with Caloumeno.

## Speakers denounce proposed move of Workers' Comp at special hearing

NEW YORK CITY — At a special hearing held in New York City recently by a joint Assembly-Senate committee, speaker after speaker blasted a proposal to move the Workers' Compensation Board from the World Trade Center to Jamaica, Queens. All but two of the 21 speakers attacked the move as contrary to the best interests of every group involved in Workers' Compensation.

Metropolitan Region II President George Caloumeno testified for CSEA, speaking on behalf of the employees of the Board, members of New York City Local 010, and the members of CSEA who are served by the Board's New York City office.

Caloumeno noted that the impact of the move on Board employees and the public would be "disastrous."

"CSEA and the Board," he said, "frequently discuss at labor/management meetings the tremendous difficulty, even at the World Trade Center location, of recruiting employees for jobs allocated to Grades 3 or 5, and the tremendous turnover in these grades."

"Since this move will significantly add to commuting time," Caloumeno said, "there is

strenuous opposition from employees whom CSEA represents."

As examples of employee dissatisfaction with the proposed move, Caloumeno pointed out that:

- transfer requests among Board employees are running at the rate of 15 per cent;
- requests for information about retirement and early retirement in the Compensation Board Personnel Office are running at three times the normal rate; and

• the Personnel Office is also being asked whether an additional hour-and-a-half commute will allow an employee to resign without forfeiting unemployment insurance benefits.

Caloumeno observed that large employee turnover "translates into poorer service to the public and clients of the Board, since the agency's efforts are directed to training, recruitment and retention rather than to doing work of the agency."

Speaking in the interests of CSEA members who are hurt on the job and would be forced to travel to Jamaica to attend Workers' Compensation hearings, Caloumeno said, "The inaccessibility of the location (Jamaica) will undoubtedly have an adverse effect on the

clients of the Board and the administration of the Workers' Compensation law.

"The clients of the agency are by definition disabled," he said. "Many will simply be under great hardship trying to get to Jamaica by public transportation."

Unlike the World Trade Center, which is served by nearly every subway line in New York City, the proposed Jamaica site is served by only one subway line, making a trip from almost any part of New York City an adventure, requiring two or three transfers to different trains. In addition, the Jamaica site is a six-and-a-half block walk from the nearest subway station. The World Trade Center station is in the building.

Assemblyman Frank Barbaro, chairman of the joint committee, noted that although the move is being directed by the Office of General Services (OGS), OGS Commissioner John Von Egan declined an invitation to testify before the committee.

"I want answers to a lot of questions," Barbaro said. "And if the committee has to subpoena Mr. Von Egan to get those answers, we will."

## Black River Local '82 scholarship awarded

WATERTOWN — CSEA Black River Local 015, New York State Department of Transportation hit the \$10,000 mark in its annual scholarship program recently when it presented its 1982 award.

The \$1,000 award went to John Shorkey, son of Mr. and Mrs. Merlin Shorkey of Philadelphia, N.Y. Merlin Shorkey is a DOT equipment operator with the Jefferson Residency in Northern New York.

John, a senior at Indian River Central High School, plans to enter the field of computer science at the State University of New York at Potsdam.

During the past 15 years, Local 015, which represents more than 560 state employees, has awarded scholarships to deserving high school students who want to go on to college. The ambitious scholarship program not only aids the educational needs of members' children, but it promotes good community relations, as well.

"We have watched the fund grow to its present award of \$1,000, and I am certain everyone who has taken part will agree it has been very worthwhile, not only for the many recipients, but for the image of CSEA as well," said Local President Francis Mitchell, following the award presentation.

"It's been very rewarding to be a part of this annual project," Mitchell remarked. "I am sure every member of Black River Valley Local 015 is proud to contribute to the education of so many fine young men and women who may not have been able to attend college without financial assistance. . . ."

"I'd like to add a special tribute to the scholarship committees and panels who have worked so hard to make it a success."

Members of the 1982 Scholarship Committee were Nancy Isham, chairwoman, NYSDOT, and Karen Williams, ENCON. An impartial panel of business representatives who selected the winner included Mary Lambert, Peter Salmon and Robert Gould.

### COLLEGE BOUND

— John Shorkey, left, proudly accepts his scholarship award from Nancy Isham, scholarship committee chairwoman, as Francis Mitchell, Local 015 president, shares in the presentation ceremony. The scholarship provides \$1,000 over two years.





**'Professional, accurate'**



**J. MARCUS BROWN**  
at work at State Archives in Albany.

***Their work is  
accepted as  
final word in  
difficult cases  
of evidence***

## ***State Archives employees 'dig' helping people find answers to their problems***

ALBANY — Frank Jones — (not his real name) — had an unusual problem.

More than 60 years ago, someone made a mistake on his birth certificate and listed him as a female. He didn't discover the error until he applied for Social Security benefits and was turned down. The Social Security Administration looked at his birth certificate and refused to believe he was a he, and not a she.

"He was told to go to one agency, and then another, and then another, until he was finally sent to us," said J. Marcus Brown, a CSEA member and a clerk in the state Archives. "We were able to produce records to prove that he is the man he is."

The proof existed because New York State conducted its own census in 1915 and in 1925. Brown, and a recently hired CSEA member,

Chris Karpiak, are the only people who search through the historic files, maintained by the state Archives.

Above 500 requests come in each year from people who need official verification of their ages, names or identity. Finding the needed information in the state's census data may enable the individual's to obtain Social Security or Medicare benefits, or perhaps to obtain a passport.

"I've seen such ecstatic faces leaving here, because those people came in believing that we were their last hope," Brown said.

Sometimes, the reactions are a little mixed when clients find their true ages. Keith Prior, an officer in Local 081, said his mother had asked for her age verification to qualify for Social Security. "She found out she was two years older than she thought she was," Prior said.

When the clerks start digging for information from the two censuses, they become sleuths.

"The names are listed in the order that the census information was taken," said Brown. This causes problems if, for example, the census taker went down the street or around the block and then came back to gather data at a house missed earlier. "People aren't always listed in the places you expect them to be."

A modern Sherlock Holmes, Brown matches the present addresses with a map showing the election and assembly districts for 1925 or 1915, sometimes piecing together maps torn from age and use.

"This kind of work takes diligence, deductive powers, judgment and common sense," said Bill Evans, the archivist in charge of the unit. "The CSEA members here are professional and they're accurate — so much so that other government agencies accept their word as final."

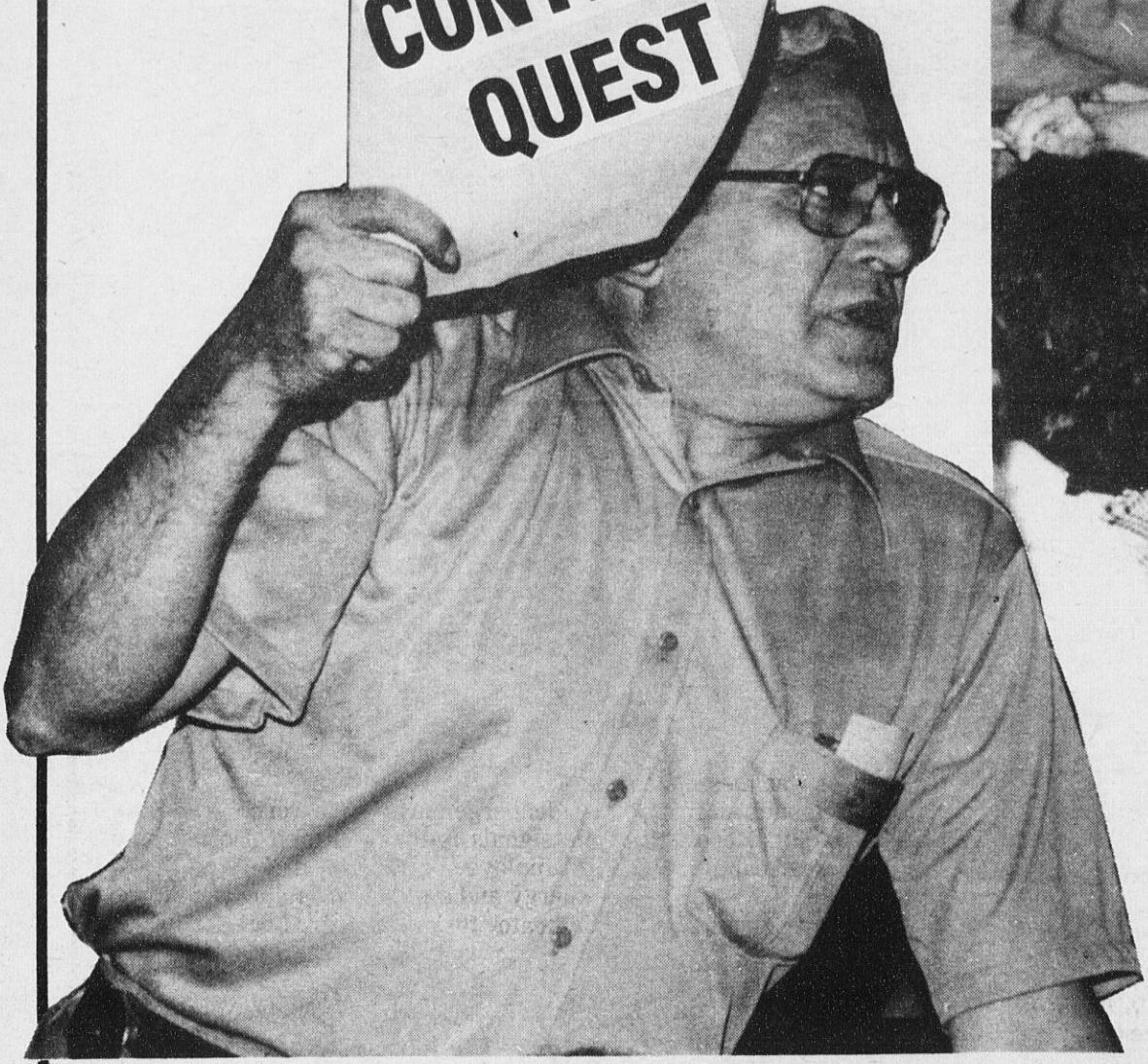
Government agencies are not the only ones. "Some private companies charge very respectable fees for finding what these clerks find them for free," he said. "The taxpayers get their money's worth out of these CSEA members."

Just as the public relies on them, they rely on CSEA. "I joined CSEA as soon as I could," Brown said. "It's reassuring to know it's there when I need it. I know the union is behind us 100 percent, and I'd like to become more active in CSEA," he added. "I like the idea of helping others find out the answers to their problems — no matter how hidden."

**'This kind of work takes diligence, deductive powers, judgment and common sense. The CSEA members here are professional and they're accurate — so much so that other government agencies accept their word as final.'**



**NIAGARA  
CONTRACT  
QUEST**



**SPEAKING OUT** — Teresa McEvoy, president of the Niagara County Employees Unit of Local 852, addresses a large crowd on the factfinder's report on the unit's overdue contract.

**MAKING A POINT** — Frank Pannazzo, a Niagara Community College employee, also has something to say about the report.

## Members band together in ongoing fight for fair agreement; factfinder's report latest stumbling block

SANBORN — Members of the Niagara Employees Unit of CSEA Local 832 still find themselves with a fair contract six months after the expiration of the old pact and nearly a year of trying to negotiate a new one.

But they're fighting harder than ever, and last week members turned out in force to demonstrate before a meeting of the Niagara County Legislature which was meeting to consider the contract dispute.

The dispute has gone through a stormy several months, and has included mediation and, most recently, factfinding. The fact-finding report, it

turned out, proved to be the latest stumbling block to a fair contract, and members of the unit overwhelmingly voted to reject it at a recent unit meeting. The report also was turned down by the unit's negotiating committee and board of directors prior to the general membership's rejection of it by a 315-19 margin.

The county Legislature meeting last week was a rallying point to urge legislators to also reject the report. In the end they did, and now efforts are again turning to find ways to resume some form of negotiations in an effort to resolve the long-standing dispute.

Unit President Teresa McEvoy has called the factfinder's report "incomplete and vague and even incorrect in some of its financial calculations and projections.

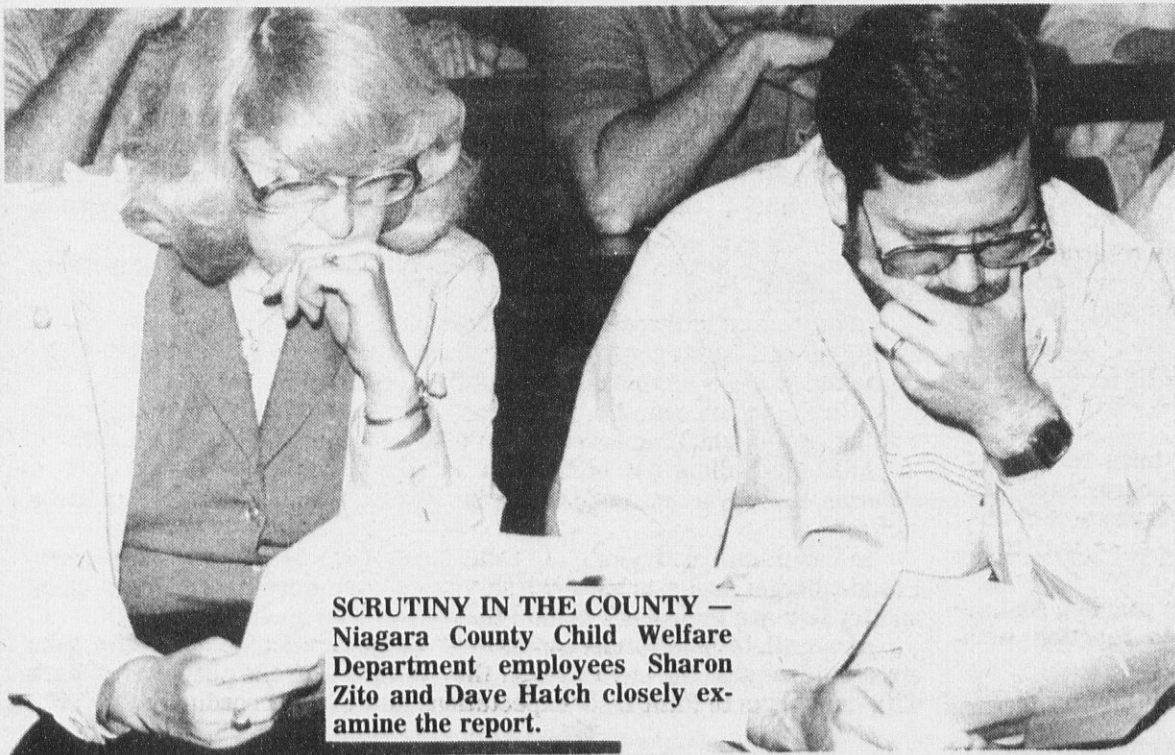
"If we stick together like we have in the past," she told her members, "we will get a fair contract, but it will probably call for a lot more hard work and showing the county they can't wear us down like hampsters in a cage. We are one," she said. "That's what makes us strong."

After CSEA Field Representative Thomas Christy detailed the sequence of events and PERB rules regarding the factfinder's stage of negotiations, and the rejection vote was taken, McEvoy called on her members to make their voices known again at the county Legislature meeting. "Bring all your co-workers, children, dogs and cats," she said. "We have got to show them that we mean business.

"And in the meantime," she added, "let your county legislators know by phone, personal visits or letter that we are tax-paying citizens and we want them to settle this matter fairly and quit wasting time and money so that we can get on to delivering services to the public."

Christy said the factfinder's report failed to address continuation of the present contract language that the unit desires. He said it also did not address retroactivity or the length of the agreement.

Region VI President Robert L. Lattimer guaranteed that CSEA "will do everything possible to get you a fair contract. The Taylor Law shackles you in many ways," he said, "and it is not going to be easy, but we will be behind you all the way." He also promised to invite other CSEA locals to show their "solidarity in your very just quest for a fair contract."



**SCRUTINY IN THE COUNTY** — Niagara County Child Welfare Department employees Sharon Zito and Dave Hatch closely examine the report.



# Surviving the job stagnation syndrome

# BURN OUT

THE HIGH COST OF HIGH ACHIEVEMENT  
WHAT IT IS - AND HOW TO SURVIVE IT

DR. HERBERT J. FREUDENBERGER, PH.D.  
WITH GERALDINE NICHOLSON



Dr. Freudenberg

There's a lot of talk these days about something called employee burnout, a syndrome that leaves generally hard-working, capable and dedicated people feeling frustrated, exhausted and fed up with their jobs.

It's the kind of ailment that, if ignored, ultimately hurts both labor and management.

For this reason, CSEA and the state are looking into the phenomenon, which has become increasingly widespread. An appropriation of \$150,000 during the term of the new CSEA-state contracts will be provided under the CSEA Committee on the Work Environment and Productivity (CWEP) to study the problem.

What's burnout all about? Who's susceptible? And how can you defend against it?

The Public Sector recently turned to one expert to answer these questions — Dr. Herbert J. Freudenberg, a practicing psychoanalyst of more than 25 years and the author of "Burn-Out: The High Cost of High Achievement."

A fellow in the American Psychological Association with offices in New York City and Mount Vernon, he has traveled throughout the country conducting seminars on burnout for government, industry, hospitals, schools and the helping professions.

By Tina Lincer First  
Associate Editor

Lately you've been feeling unusually tired at work, unable to handle stress or tackle even routine tasks. You're forgetful, irritable, bored, angry, cynical.

You may be headed for trouble. According to Dr. Herbert Freudenberg, burnout specialist, these are some of the danger signals of employee burnout, a problem deeper, more acute and longer lasting than the occasional periods of unhappiness we all experience at work.

Burnout is "a demon born of the society and the time we live in and our ongoing struggle to invest our lives with meaning," says Dr. Freudenberg.

He defines burnout as "the extinction of motivation or incentive, especially where one's devotion to a cause or relationship fails to produce the expected reward."

Many men and women who go to him for professional help, he says, report that "their jobs, which used to mean so much, have become drudgery with no associated feeling of reward."

People who are burnouts are usually high achievers who set high goals for themselves, have overflowing schedules and fail to recognize their own limitations, Freudenberg says. "They are beat up, burned out and merely putting in time on the job. There's no longer any sense of challenge or joy or reward for these people. They're simply going through the motions."

But burnout may also be brought on by jobs that are dead-ended, demanding and difficult, points out Freudenberg.

For example, people in the helping professions and human services workers — such as mental hygiene therapy aides — are "highly, highly susceptible" to burnout, says Freudenberg, who recently conducted a burnout seminar for hospital workers at the Harlem Valley Psychiatric Center in Wingdale, Dutchess County, worksite for more than 300 MHTAs in CSEA Local 409.

"Stress is a big factor in burnout, and the minute you're in patient services, you're stressed," says Freudenberg.

In these types of jobs, he explains, many things work against the employee, such as economics, educational limitations, lack of communications with higher-ups, lack of "stroking" or intangible rewards, and the inability to advance to a better position.

"(These employees) often work long hours because of a lack of personnel or because they need the money — not because they love their work," said the psychoanalyst in a telephone interview from his Mt. Vernon office. "Unfortunately, they're the lowest paid members of the staff.

"They're dealing with patients on a first level, and it's emotionally and physically exhausting work. They're the least trained and the most open to criticism, and there's very little appreciation for the work they do. The ones that would give it (appreciation), can't — the chronically ill, retarded, aged and senile — and the supervisors often don't give it to them. They're left on their own and there's often a minimum amount of communication between them and their supervisors.

"They're really the displaced members of a professional team and often the least regarded," Freudenberg concluded. "Obviously, there's no way in which they can gain any kind of relief."

While widespread in the helping professions, burnout turns up in most fields. One group specifically prone to burnout, Freudenberg says, are night shift workers because their schedules "intrude on every aspect of life, including family and social life. Often these individuals lose touch with their family and kids, and problems develop."

And, not surprisingly, women who do the family/career juggling routine are other candidates for burnout because the need to function with superiority in both areas makes them "highly prone to stress."

The economy also plays an important role in the burnout drama.

Inflation, for instance, often demands that men and women take on extra jobs, or work harder and worry more about the one they have. Adds Freudenberg: "The threat of being defunded or cut back is an incredible pressure, pitting worker against worker."

According to the psychoanalyst, burnout usually begins slowly and seems to erupt in a "sudden flare-up . . . Often, we don't notice it in its early stages because most burnouts are completely self-sufficient men or women who hide their weaknesses well."

If all this sounds alarming, Freudenberg says not to worry — burnout can be wiped out. Recognizing the signals is the first step. He lists the following as clear-cut symptoms of employee burnout:

- **EXHAUSTION:** The loss of energy and a lingering feeling of fatigue, usually the first signals and best indicator for catching burnout early.
- **DETACHMENT:** A feeling that "it wasn't important, anyway," and a tendency to distance oneself from people and events.
- **BOREDOM & CYNICISM:** You're skeptical about people's motives and apathetic to causes.
- **IMPATIENCE & HEIGHTENED IRRITABILITY:** As you work harder and accomplish less, impatience grows and you become irritable with others.
- **A SENSE OF OMNIPOTENCE:** The belief that no one else can do the job as well as you.
- **A SUSPICION OF BEING UNAPPRECIATED:** You're bitter and angry that others don't recognize your increased work efforts, even though you're not accomplishing more.
- **DISORIENTATION:** A cycle of exhaustion, poor work performance, anxiety, hard work and more exhaustion.
- **PSYCHOSOMATIC COMPLAINTS:** Real physical problems, such as headaches, back pain or colds, that are the result of stress.
- **DEPRESSION:** As opposed to general depression, a temporary condition; usually includes feelings of anger.

In its second stage, burnout usually includes denial of feelings, says Freudenberg. People who used to care intensely about their work, their organization or their accomplishments suddenly "shut off" these feelings, and take on an "it doesn't matter" or "who cares" attitude.

How can employers and managers prevent burnout from building up? For one thing, communication on both sides is essential, since burnout is often triggered by a lack of it.

Says Freudenberg: "When there is no proper communication between the hierarchies, antagonism between staff members increases, rumors increase, decisions are made arbitrarily and the lower echelon doesn't know why. The employees' response is confusion, frustration, disenchantment and paranoia. They may withdraw or become provocatively antagonistic."

He suggests supervisors take a more active role in recognizing workers for the jobs they do.

"The human response is very important," he says. "Tell them you're aware of and appreciate the work they're doing. Let them know it's important to the overall well-being of the organization . . .

"Give a person a stroke, which doesn't cost anything — a 'thank-you for staying late' — which supervisors don't do. Recognition for a job well done."

Although pulling out of burnout is easier if one has the support of supervisors, co-workers and family, beating burnout is ultimately up to the victim.

In addition to trying to foster communication with superiors, Freudenberg suggests burnouts slow down, stop working 'round the clock and try to leave their work behind them when they go home.

Above all, burnouts must assess their own aspirations and abilities, take a realistic view of the environment they work in and the people they work with, and begin to limit their expectations and goals accordingly.





# Upstate headquarters opens; Cuomo gains momentum in race for governor

## 'Cornerstone' of Cuomo's campaign

By Gwenn M. Bellcourt  
Assistant Editor

ALBANY — The view from Lt. Gov. Mario Cuomo's new upstate campaign headquarters has a definite focal point: the Capitol.

Looking through the trees and over a city street one beholds the impressive Gothic structure which houses the office of the governor. A proximity symbolic of Cuomo's increasing popularity in recent polls among registered Democrats.

The CSEA-endorsed candidate for governor termed the May 25 opening of the 23 Elk St. office here a "cornerstone in the campaign to build exposure in the upstate communities of New York."

The opening, which attracted a

number of local Democratic official volunteers and CSEA union leader was viewed as a major steppingstone in Cuomo's bid for the Democratic gubernatorial nomination.

In praising CSEA as the first labor organization to endorse him, Cuomo pledged to remember the 220,000-member public employee union when elected governor.

"CSEA's basic contingency can be broken down into two categories — those who want to work and those who have to work for a living," Cuomo told the local media at the headquarters opening. "Believe me, I'll remember CSEA once I'm the winner."

The Cuomo headquarters is conveniently located two doors away from CSEA statewide headquarters.

This means easy access for volunteers to operate phone banks, coordinate mailings, go door-to-door, circulate petitions, whatever is needed to get Cuomo elected, says CSEA Political Action Director Bernard Ryan.

"We're conducting an all-out campaign to get Mario Cuomo the Democratic nomination" Ryan said. "Right now, we're identifying those CSEA members who are enrolled Democrats and persuading them to vote for Cuomo in the primary."

Ryan said the CSEA/Cuomo campaign is "building momentum." After the September 14 primary, CSEA will work to appeal to the general membership.

The lieutenant governor's

increasing popularity is evidenced by a recent New York Post poll. Cuomo is ahead of the front-running Republican nominee by eight points. And since last February, Cuomo has gained 16 points over New York City

Mayor Edward Koch, giving Koch, "a surprisingly narrow 50-40 percent lead over Cuomo," the Post said.

Cuomo, who on the campaign trail has tagged himself, "the underdog with nowhere to go but up," is starting

to realize his dream. His new upstate office is a stone's throw from the one he hopes to assume at the Capitol in November. Straight across a small park, a city street, straight into the governor's seat.



CAMPAIGN GAINING GROUND — When Lt. Gov. Mario Cuomo appeared with CSEA President William L. McGowan, right foreground, and former state Budget Director Howard Miller, left, to open the Democratic gubernatorial candidate's new Upstate Campaign Office in Albany, he had plenty of reason to smile. A new poll of New York State voters conducted by the Gannett News Service shows the Cuomo bid for the Democratic party's gubernatorial endorsement has cut New York City Mayor Ed Koch's lead in the race in half in just one month, a surprisingly swift and strong turn around for many state political observers. Cuomo's campaign got an early and major lift when CSEA endorsed the lieutenant governor in the primary, citing Cuomo's outstanding labor record and the dismal record of any other gubernatorial contender.

### Public, private labor unions backing Cuomo as of 6/3/82

Civil Service Employees Assoc.  
Amalgamated Clothing & Textile Workers  
United Food & Commercial Workers  
United Hatters Union  
Communications Workers of America  
International Assoc. of Machinists  
AFSCME, D.C. 37  
AFSCME, D.C. 82  
International Union of Operating Engineers, Local 25  
Office & Professional Employees International Union  
Brotherhood of Railway, Airline & Steamship Clerks

Seafarers International  
United Steel Workers of America, Dist. 3  
Teamsters Local 840  
Transportation Workers Union  
International Ladies Garment Workers Union  
International Union of Electrical Workers, Dist. 3  
New York Central Labor Council  
N.Y. City Allied Printing Trades Council  
International Brotherhood of Electrical Workers, Local 3  
Rochester Carpenters, Local 85  
International Assoc. of Fire Fighters, Local 589

CAMPAIGN PROGRESS — Lt. Gov. Mario Cuomo fields questions from newsmen gathered in Albany recently for the official opening of the Cuomo upstate campaign headquarters. CSEA President William L. McGowan, to Cuomo's left, and Mayor Erastus Corning, on the candidate's right, joined with dozens of well-wishers who attended the dedication. CSEA's endorsement of the Cuomo bid for the Democratic gubernatorial primary election is credited with being part of the reason that the Cuomo candidacy is gathering momentum, now reported to be just ten percentage points behind the lead of New York City Mayor Edward Koch. President McGowan said the narrowing race shows that the union can make a difference and urged CSEA members to dig down to provide all the support they can for the Cuomo campaign.

## Union activists lobby to repeal Tier III system



TIER III LOBBYING DAY — Among the many political action liaisons (PALS) to travel to Albany to discuss the repeal of the contributory retirement system with state legislators were Region VI's Kay Moeller, left, and Bonnie Lawrence, center. The two PALS are pictured with Niagara Assemblymen Joseph T. Pillittere.

ALBANY — CSEA's Political Action Liaison (PALS) gathered in force on May 25 to begin on last push for reform of the highly controversial Tier III retirement system scheduled to expire June 30.

Nearly 75 CSEA members from around the state called on their prospective legislators to vote for the repeal of Tier III now in committee in both houses of the Legislature.

The Tier III system requires those workers who joined the state after 1976 to make a 3 percent after taxes contribution to their pension. CSEA and other public employee union members of the New York Public Employee Conference (PEC) maintain that not only is the 3 percent employee contribution unfair, but the employee's retirement benefits are diminished by 50 percent due to a Social Security offset provision.

"The system is abominable," Region II Political Action Committee (PAC) Chairman Bob Nurse said in citing the hardships of the 350,000 public employees in the Tier III system.

Nurse said the legislators from his region are "in agreement of opposing Tier III," although the CSEA-sponsored bill may have problems reaching the floor of the Senate and Assembly before the June 30 deadline.

"It's one of those things that's getting down to the wire," noted Tom Haley, assistant director of

legislative and political action. During briefings held throughout the day, Haley urged activists to follow up visits to legislators with letters and phone calls.

Many of the members were faced with dispelling the belief created by business and "citizen watchdog" groups that it would cost too much to abolish the system. The fact is, CSEA argues, the three percent employee contribution costs about as much to collect as it actually provides in pension dollars.

Yet, according to Region IV Political Action Chairman John Francisco, legislators were "generally favorable" to member's pleas to repeal Tier III and reinstate the non-contributory Tier II system.

Francisco said members from both the departments of tax & finance and corrections presented petitions to legislators urging the support of the Tier III elimination bill.

"At least we've planted the seed of the injustice of Tier III in the minds of our Senators and Assemblymen," said Region VI Political Action Committee Chairman Dominic Savarino, who added that the success of the lobbying day "remains to be seen."

Region III Political Action Committee Chairman



ONE LAST PUSH — Nassau Local 830 Political Action Committee Chairman Gus Neilsen, left, urges Long Island Senator John Dunne, center, to vote to abolish the Tier III retirement system set to expire June 30. Awaiting his turn is Local 830's John Aloisio, Jr., right.

Alex Hogg stressed that the lobbying effort will continue in the Southern tier of the state. "We're not going to give up until the 30th," he added.

Political activists from Region I were well-received at the Capitol, Political Action Chairman Michael Curtin said, noting that each of the 30 legislators representing Long Island were contacted. Curtin pointed out that the five

legislators he talked to pledged total support of the bill to repeal the Tier III system.

The state's public employee unions are not alone in the battle to retire Tier III. Lt. Gov. Mario Cuomo, State Comptroller Edward Regan and other government leaders have agreed publicly that reforms of the experimental retirement system are needed to ensure an equitable pension for the state's growing work force.





**SARATOGA SPRINGS DPW CREW** installs curbing as part of an urban renewal project. DPW employees augmented by temporary help are doing the work in a unique "contracting in" program that helps prevent layoffs and save public funds.

## Saratoga's unique approach

# Contracting in

By Daniel X. Campbell  
CSEA Communication Associate

**SARATOGA SPRINGS** — "It's simple arithmetic. We can do more by keeping public money in the public sector than by hiring a private contractor," Thomas McTygue, City of Saratoga Springs Department of Public Works Commissioner, said as he explained the city's unique approach to deficit reduction, community development and urban renewal projects.

"We had a very bad winter," McTygue continued. "We are over our budget by 56 percent and should be scheduling layoffs. But that's an awful way to thank employees who suffered and sacrificed so much to help get this community through one of the worst winters in decades."

However, instead of scheduling three-to-four month layoffs for 20 to 25 employees, the Saratoga Springs DPW is hiring temporary workers to aid the department in an urban renewal project which encompasses two city streets in the downtown area of the historic city.

"We applied for permission to use public employees on a \$300,000 urban renewal project that normally would have been done by a private contractor. We got \$200,000 worth of the total project. This will help reduce our winter deficit, keep our employees working, and keep the urban renewal money in the general Saratoga Springs area," the commissioner said.

CSEA Unit President Earle Lyman noted that the City DPW had extensive experience in community development projects but that this was the first time the department would be doing urban renewal work.

"The men are happy that there won't be any need for layoffs. And we are happy to see that management is looking out for the wellbeing of the department and its employees," Lyman said.

Thomas McTygue, brother of William, a former CSEA Board member recently laid off in the Saratoga County budget crisis, explained an economic philosophy that has developed in the Saratoga Springs City Hall. "Every dollar that comes into this public building for renovation, repair or remodeling is earmarked to stay in the DPW. Over the years we have hired the carpenters, electricians, craftsmen who can do the job and we use them."

"The men are very flexible," Lyman said. "It's almost a tradition within the department that the guys are always willing to help out. Sure we have our share of differences with management. But we usually resolve our problems amicably."

The DPW Commissioner and the unit president agreed that the past winter had been trying on both labor and management. "The men were just tremendous. They never faltered in the job. And believe me the times were tough," McTygue said praising the workers for their sacrifice and dedication.

"The Saratoga Springs City Council deserves credit for taking a chance to see if public employees can save the taxpayer money by doing jobs which have traditionally been contracted out to profit-oriented companies," Joseph E. McDermott, CSEA Region IV president said. "I am confident that like the City of Troy, which now has its DPW doing street paving projects formerly performed by private contractors, Saratoga Springs will benefit greatly from having confidence in its public employee workforce."

"It's an extra responsibility for the elected official to take on," McTygue said. "It's easy to just give the money and the job responsibility to a private contractor. But in this case our employees can do the job, the city can use the money to ease a service caused deficit and our management team can handle the extra responsibility."

## Benefit Fund coverage is continual via direct pay under certain conditions

**ALBANY** — If you are one of the tens of thousands of CSEA members who are participating in the union's Employee Benefit Fund program, you should know that if you are placed on leave without pay or laid off and placed on a preferred list, you have the right to continue your participation through direct payments to the Benefit Fund.

More than 120,000 CSEA members now work in bargaining units where CSEA Employee Benefit Fund programs have been negotiated. The very popular benefit program only began in 1979, the result of the union's successful negotiation of payments to the Fund by the state for some 107,000 state workers in the Administrative, Institutional and Operational bargaining units.

But like most good ideas, EBF has spread rapidly and now tens of thousands of CSEA members employed by local governments across the state are participating in the program.

Many of these employees aren't aware of it, but should their employment be interrupted as the result of an approved leave without pay, or if the employee is laid off and placed on a preferred list, that employee can continue his or her participation by paying Benefit Fund premiums directly.

The amount of the premium depends on the type of Benefit Fund coverage that employee's bargaining unit has negotiated. Benefit Fund group, it's \$75.00 per calendar quarter or \$300.00 per year.

"Coverage cannot be retroactive and must be applied for before the employee leaves the payroll. Employees must therefore notify the Fund as soon as they know the date of their last paycheck," says Benefit Fund Assistant Director Thomas J. Linden.

To participate through direct pay, the employee must complete a direct pay application and will then be billed directly for premiums by the Fund. Applications and more information concerning the direct pay option are available by calling the CSEA Employee Benefit Fund at (518) 459-8463 or its toll-free number, 800-342-4274.

## Heated TV debate airs as Tier III deadline nears

**ALBANY** — Representatives of the two major opposing forces on the Tier III retirement system question brought their battle out in the open in a heated debate on a local television station here yesterday.

The lively exchange between CSEA Political Action Director Bernard J. Ryan and N.Y. Chamber of Commerce Vice President Morton Getman was taped for showing this coming Sunday on Albany station WTEN. The fierce debate will be aired at a time when the state legislature is considering the possible reform of the controversial Tier III retirement system scheduled to expire June 30.

CSEA's Bernard Ryan discredited predictions by the staunch Tier III advocate that the state "would go bankrupt" if the temporary system were eliminated.

Ryan, who was well-armed with statistics from State Comptroller Edward Regan and the Temporary Commission on Public Employees Pensions, said Getman's figures on the "generous" retirement system were "pulled out of thin air."

Getman claimed that a 30-year career employee with the state would, upon retirement, receive 100% of his last year's take-home pay under the Tier III system.

In actuality, Ryan said in quoting

three separate legislative commission reports, that same employee would only realize 16% of his take-home pay. "This is cruel and inhuman . . . we must work to insure a decent standard of living after retirement," Ryan added.

A legitimate complaint of public employee unions is that the Tier III system is poorly administered, Getman conceded, calling for a "good faith" look at the problem.

Yet when asked by WTEN interviewer Beth Nichols if the business coalition was willing to accept an extension of the temporary Tier III system, Getman insisted the plan be made permanent this year.

Recent studies have indicated that of those employees now participating in the contributory retirement plan, approx. 32% will receive absolutely no pension after a Social Security offset is factored. Another 39% will realize less than they contributed since the system's inception in 1976, Ryan said.

"Here are workers who are expecting some kind of benefit, a pension, and they won't be getting anything once they retire," Ryan stressed. "This is why CSEA has made the repeal of Tier III our number one, top priority. It drastically affects the lives of our employees."

(See related story page 10)



College-bound children of members

# *Eighteen are selected for scholarships*

Eighteen graduating high school seniors, three from each of CSEA's six regions, have been selected as recipients of \$500 CSEA Scholarship Awards for the 1982-83 school year. As in the past, winners are children of CSEA members and were selected on the basis of merit and need, among other criteria. Presentation of the scholarship awards are expected to be made this month, and photographs of the award winners will be published at a later date. Following are the scholarship award winners for 1982-83.

## **REGION I 1982 SCHOLARSHIP WINNERS**

### **CHRISTINE MARIE SERVEDIO**

Christine is the daughter of Christine Servedio, a Sr. Clerk in the Department of Motor Vehicles and a member of Local 016. She plans on attending Dowling College, Oakdale, Long Island in the fall.

### **HELEN YEE**

Helen is the daughter of Albert and Chi Oi Yee. Albert is employed by Newbridge Road Park, Park Maintenance and is a member of Local 830. Helen plans on attending Yale University in the fall.

### **DIANE BURKE**

Diane is the daughter of Frank and Beverly Burke. Frank is employed by the Nassau County Police Department and is a member of Local 830. Diane plans on attending either the State University of Albany or the University of Pennsylvania.

## **REGION II 1982 SCHOLARSHIP WINNERS**

### **VIVIAN M. JAMES**

Vivian is the daughter of Claudius and Joan James. Joan is employed by the Bronx Psychiatric Center and is a member of Local 401. Vivian plans on attending Howard University in Washington, DC.

### **KEITH DAVIS**

Keith is the son of Arneitha Davis, a nurse's aide at the Downstate Medical Center and is a member of Local 646. Keith plans on attending the New York City Technical College in the fall.

### **DEBORAH J. CHURCHILL**

Deborah is the daughter of Leon and Mary Jean Churchill. Leon is employed by the NYS Division for Youth and is a member of Local 559. Deborah plans on attending Utica College of Syracuse University.

## **REGION III 1982 SCHOLARSHIP WINNERS**

### **PAUL STUART STRAUSS**

Paul is the son of Judith and Philip Strauss. Judith is employed by Sullivan County as a typist and is a member of Local 853. Paul plans on attending the Massachusetts Institute of Technology in the fall.

### **PATRICIA KELLY**

Patricia is the daughter of Mary Kelly, a secretary at Eldred Central School. Mary is a member of Local 853. Patricia has been accepted at Siena, Pace and Montclair State and is undecided at this point on which college she will choose.

### **PETER A. KRELL**

Peter is the son of Peter and Ruth Krell. Peter is employed as a Sr. Social Worker at the Rockland County Department of Social Services and is a member of Local 844. Peter plans on attending Stevens Institute of Tech., Hoboken, NJ.

## **REGION IV 1982 SCHOLARSHIP WINNERS**

### **CATHERINE ANNE DUKE**

Katherine is the daughter of Paul and Judith Duke. Judith is employed as a secretary at Empire State College and is a member of Local 641. Catherine plans on attending SUNY at Stonybrook in the fall.

### **JOANNE MICHELE MOROUKIAN**

Joanne is the daughter of Rosanne Moraukian, a stenographer, NYS Department of Labor. She is a member of Local 670. Joanne plans on attending SUNY at Brockport in the fall.

### **DACEY ERICA LABUNSKI**

Dacey is the daughter of Judith Labunski, a NYS Department of Labor employee and member of Local 670. Dacey plans on attending Canton College in the fall.

## **REGION V 1982 SCHOLARSHIP WINNERS**

### **BRADLEY KNIGHT**

Bradley is the son of Edward and Bonnie Knight. Edward is a lab technician at the St. Lawrence Psychiatric Center and a member of Local 423. Bradley plans on attending St. Lawrence University after graduation.

### **ALBERT L. KRUP**

Albert is the son of Lorraine Krup, an employee of Rome Developmental Center and a member of Local 422. Albert plans on attending Hobart and William Smith Colleges.

### **KIMBERLY ANN GILL**

Kimberly is the daughter of H. Lee and Regina Gill. Lee is employed as a bus driver for the LaFargeville Central School District and a member of Local 823. Kimberly plans on attending the Mohawk Valley Community College in the fall.

## **REGION VI 1982 SCHOLARSHIP WINNERS**

### **ELLEN A. LANDOWSKI**

Ellen is the daughter of Frank and Sophie Landowski. Frank is employed at SUNY Geneseo and is a member of Local 608. Ellen plans to attend the Rochester Institute of Technology after graduation.

### **MICHAEL A. DIANTONIO**

Michael is the son of Clara DiAntonio, a typist for the Geneva School District, a member of Local 835. He plans on attending SUNY Brockport.

### **MARK CHARLES AMBROSONE**

Mark is the son of Pauline Ambrosone, a secretary for the Corning School District and member of Local 851. Mark plans on attending the Rochester Institute of Technology in the fall.





AFSCME President Gerald McEntee.

## Region VI spring conference set; AFSCME president to speak

BUFFALO — Gerald W. McEntee, president of AFSCME, will be the luncheon speaker when Region VI kicks off its spring conference June 11-13.

The first three-day conference for the region will take place at the Marriott Hotel on Millersport Highway in Amherst.

The revamped agenda calls for state, county and school district workshops on Friday evening at 7:45 p.m. Pauline Rogers, CSEA attorney, will discuss Civil Service laws for the county workshop, and Lawrence Scanlon, CSEA coordinator of school district affairs, will speak at the school district workshop.

A Women's Committee continental breakfast at 8:30 a.m. will start the Saturday agenda, where CSEA attorney, Marge Karowe, will be the guest speaker.

A legislative and political action seminar, featuring CSEA Chief Lobbyist Jim Featherstonhaugh and other representatives of CSEA's legislative office, will begin at 10 a.m. AFSCME President McEntee will speak at the noon luncheon.

At 1:30 p.m. the Region VI Board of Directors' representatives' report will be presented with a question-and-answer session to follow.

The 7:30 dinner is dedicated to an appreciation for Mr. and Mrs. Charles R. Sandler. Sandler recently retired after 32 years as CSEA Region VI attorney. Presentation of a scholarship endowed by the Sandlers will be presented to a Region VI member chosen by the Charles R. Sandler Scholarship Committee.

The general business meeting will begin at 10 a.m. on Sunday. President Robert L. Lattimer said worship services will be available.

Room accommodations are to be made directly with the Marriott Hotel, 1340 Millersport Highway, Amherst, N.Y., 14221; (716) 684-6900.

## AFL-CIO council details 'disaster' wrought by Reagan policies

WASHINGTON — The AFL-CIO Executive Council last week renewed its attack on the Reagan administration's "supply-side" economic policies, branding them a "disaster for America and American workers" and calling on the President and Congress to develop a "realistic, workable" program to restore full employment.

"More Americans are suffering economic hardships than at any time since the Great Depression," the council declared at its spring meeting in Washington.

In its statement on "the Reagan Recession," the council detailed the scope of the hardships it has wrought — the highest unemployment rate in more than 40 years, total loss of income for millions of workers as their unemployment insurance benefits run out, home mortgage delinquencies and foreclosure at record highs, business bankruptcies at a post-depression peak, idle factories, declining profits and a continuing drop in business investments since early last year "despite the Reagan administration's huge tax giveaways which were supposed to stimulate a job-creating investment boom."

AFL-CIO President Lane Kirkland, at a news conference between council sessions, stressed

the federation's view that the recession is "the direct product" of the Reagan administration's policies.

"The combination of tight money, high interest rates and an irresponsible tax program that in effect borrows money in order to cut taxes for the rich, coupled with the drastic attack on those social and economic programs which shelter those who are the weakest and the least privileged in our society. . . . That's the essence of it."

On the current congressional debate over the federal budget and deficit, the council said "the political rhetoric . . . ignores the social and economic deficit resulting from too few jobs, too little housing, too few public services and public facilities and too little use of this nation's vast public and private resources to add to the nation's wealth and welfare."

To counteract the budget crisis, the council called on Congress to enact a tax program along the lines proposed by the AFL-CIO and embodied in legislation introduced by Rep. Thomas J. Downey (D-N.Y.). This would raise \$150 billion in revenue over a three year period and "move the nation's tax structure closer to fairness and tax justice," the statement said.



CONTRACT SIGNING — A new contract covering employees of the Smithtown Library is signed by Library Director Peter Gillard, left front, and CSEA Unit President Colleen Carey. Smiling their approval in background are Library Attorney Robert Skigen and CSEA Field Representative John Cuneo.

## Contracting out threat averted at Sodus Central Schools

SODUS — A threat of contracting out has been cancelled and the jobs of 15 CSEA in Wayne County Local 859 have been saved as a result following a recent withdrawal by the Sodus Central Schools from negotiating with a private concern for maintenance and custodial work.

"This was a total effort," said Unit President Rick Condon, "because over 800 residents signed petitions that we took door-to-door to beat back the threat to our jobs."

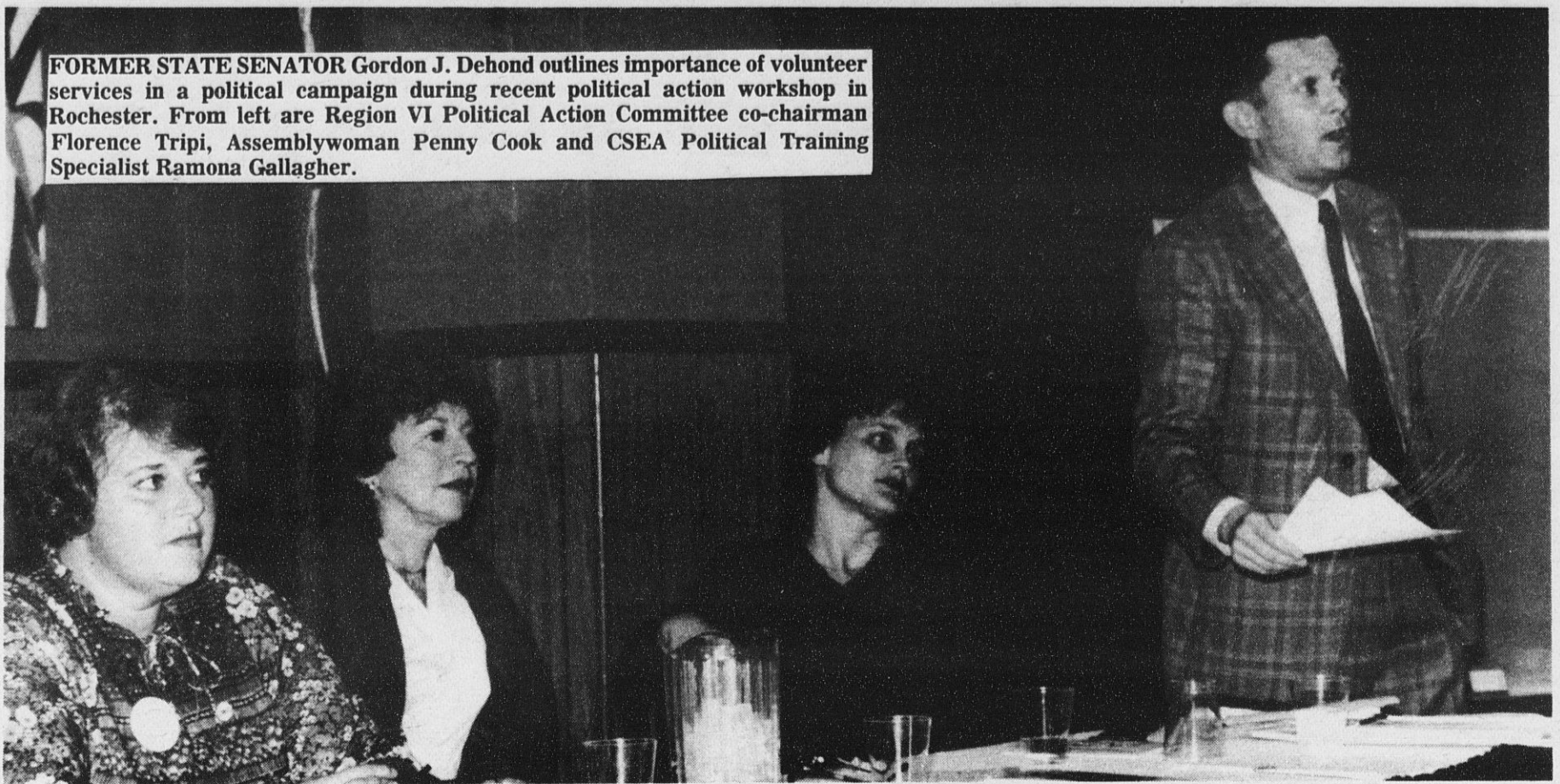
Field Representative Tim Averill and Collective Bargaining Specialist Danny Jinks said the efforts by the union members "show the power of determination and unity that the members of this community displayed can result in a fair conclusion to beat back the contracting out spectre."

Said Averill: "We showed the school board that they would not be saving money by contracting out our members' services and, in fact, would be creating a detriment to the community, which was backed up by the massive support of the public against the move."

Others said it was an "exhilarating feeling when the board voted to drop the contracting-out idea." Condon said he and his other 80 members now can go back to their jobs secure in the knowledge that their contract, which runs through June 1983, will not be threatened by "a raid from the private sector."



**FORMER STATE SENATOR Gordon J. DeHond outlines importance of volunteer services in a political campaign during recent political action workshop in Rochester. From left are Region VI Political Action Committee co-chairman Florence Tripi, Assemblywoman Penny Cook and CSEA Political Training Specialist Ramona Gallagher.**



## *Nuts and bolts coming together to form finely tuned political action vehicle*

ROCHESTER — The nuts and bolts of putting a political assistance campaign into action are being mobilized by CSEA on several fronts in Region VI. Ramona Gallagher, Political Action Training Specialist for CSEA, detailed the needs and procedures for Region VI members in four locations throughout the region.

Veteran campaigners from several aspects of New York political life offered advice and guidelines for a successful campaign. "Volunteers are the foundation of a good campaign." That was the thrust of a presentation by Gordon J. DeHond, a former State Senator, and Penny Cook, New York Assemblywoman of the 132nd district.

DeHond outlined the importance of phone

banks and a cohesive phone procedure in surveying the votership and soliciting funds, other volunteers and finally the vote for the candidate. Ms. Cook gave members her campaign strategy and routine along with her philosophy that "it takes hard work from day one to win."

Florence Tripi, co-chairperson of the Regional Political Action Committee, urged those present to recruit more fellow CSEA members toward the efforts that will be aimed at electing CSEA-endorsed candidates for not only Statewide, but U.S. congressional and senate offices.

In Buffalo, Phil Cenedella, Chairman of U.S. Congressman Stanley Ludine's campaign and Sheila Kee, Legislative Assistant to the Erie

County Legislature's democratic majority, discussed campaign volunteers' needs to meet the candidate early so that they may help promote him or her from an honest knowledge of the endorsee.

Dominic Savarino, co-chairperson of the Region's PAC, said that the campaign professionals at the seminar emphasized translating the work experience that most public employees have towards assisting endorsed candidates "is a big plus for any CSEA endorsee. We are already on the Cuomo bandwagon and gaining steam and we will soon be fully involved in a large number of political campaigns," Savarino said. "It's to our own best interests for every CSEA member to be involved in political action."

## **VINCE PANETTA**

### **'employee of the year' is a deserving and popular choice**

MIDDLETOWN — The pride runs deep this year over the selection of Vince Panetta as "Employee of the Year" at Middleton Psychiatric Center. The veteran therapy aide also serves as second vice president of CSEA Local 415 there, and he considers the award is as much a tribute to the union as to himself.

The selection process, according to Local President Alex Hogg, was extremely discerning and he calls Panetta's selection "a big boost for Local 415. As far as I know," he continues, "it is the first time one of our main line officers has received the award."

Vince Panetta is an example of how front line employees function above and beyond the call of duty. For example, he has learned Spanish and now composes bilingual flyers for the psychiatric center. He operates an Italian American Club at Tuckerman Hall, a geriatric care facility, because he



**EMPLOYEE OF THE YEAR** Vince Panetta, right, second vice president of Local 415, chats with Local 415 President Alex Hogg, left, and First Vice President Art Townsend as one of the buildings at Middletown Psychiatric Center form a backdrop.

believes people should be aware of their cultural heritage. And he is now setting up a Diabetics Club because "diabetics don't understand the sickness they have." All these activities are voluntary.

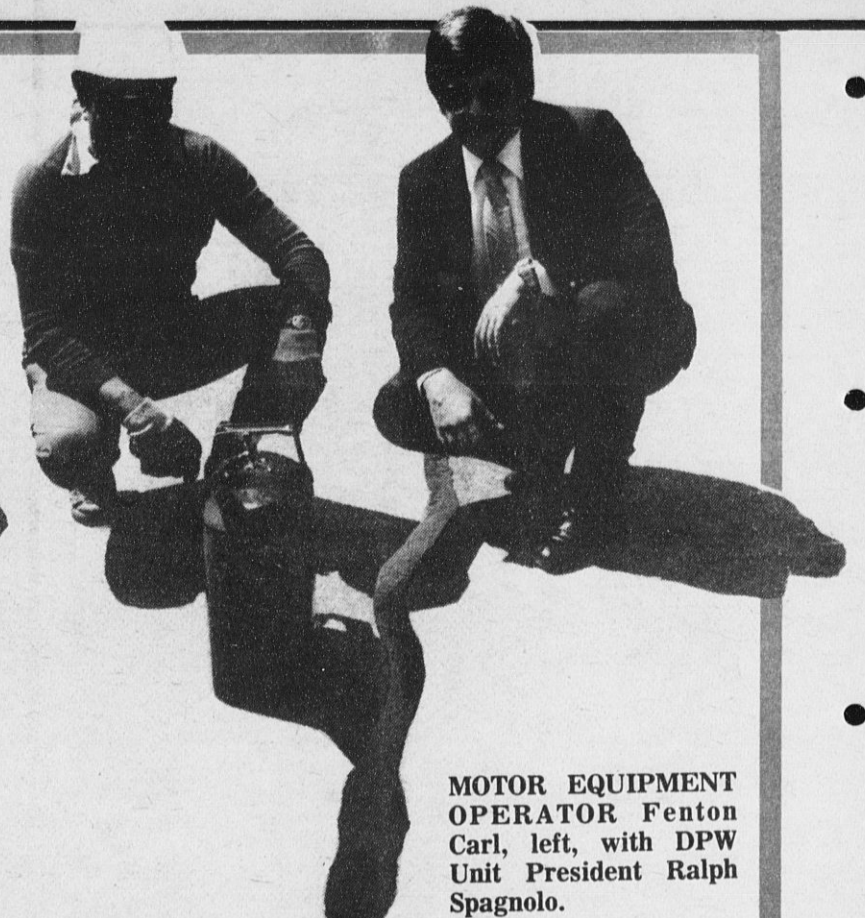
At the same time, Panetta not only serves as a union officer but also as a shop steward, co-chairs the local's Political Action Committee, and is a member of the Employee Assistance Program (EAP) Committee. He will also represent the local at an upcoming Shop Stewards Training Session where he will learn how to train other shop stewards.

Panetta was surprised to be designated "Employee of the Year" and says, "I didn't even know I was nominated." But it was no surprise to Local President Alex Hogg because "Vince has not only been an outstanding employee, but also an outstanding officer of my local."





A ROAD CREW from the DPW unit of CSEA Local 830 gathers for a group shot.



MOTOR EQUIPMENT OPERATOR Fenton Carl, left, with DPW Unit President Ralph Spagnolo.

# Mending the broken miles

By Hugh O'Haire  
CSEA Communications Associate

HICKSVILLE — Spring for most people on Long Island means bright, sunny skies and the whites, pinks and reds of flowering shrubs and trees, a welcome sight after the long, gray days of winter.

But for Nassau County Department of Public Works road crews, the return of warm weather signals the annual spell of dangerous and messy work — mending cracks in roads, the legacy of winter's ice and road salt.

As robins return north and the temperature climbs into the 60s, road crews from the Hicksville DPW unit of CSEA Local 830 can be found patching up their section of the more than 800 miles (1,900 if you count the miles by lanes) for which they are responsible.

While the weather may be pleasant, the working conditions, in the past, at least, could be dangerous. Crews were sent out with a single truck which carried the hot, liquid tar they use to patch roads. The crew members would fill their tar buckets (which resemble garden watering cans) from the truck and follow behind filling in cracks. Often, the crews did not have a flagperson and were unprotected from the oncoming traffic behind them.

Now, that's all changed, thanks to Ralph Spagnolo, Local 830 second vice president and president of the DPW unit. Under his direction, a new safety program has been instituted in the department.

"We had one employee who was pinned against a DPW truck by a motorist and two others who were injured," said Spagnolo, a former member of the Regional OSHA Committee. Due to his actions, every member of the road crews now will be equipped with bright orange, headlight-reflecting vests as well as hard hats. Also, each road crew will have an

additional truck that follows it, acting as a safety barrier against the oncoming traffic. As an added precaution, the crews will have flagpersons stationed behind the back-up trucks signaling traffic to slow down.

"There is a constant traffic hazard to road crews in Nassau County because of the volume of traffic," said Joseph Serrano, chairman of the DPW shop stewards. "Everyone in Suffolk who works in the city (New York City) has to drive through Nassau to get to and from work, and we have a lot of local residents going to work or shopping during the day."

Another danger is speeding, a constant problem in frenetically-paced Long Island.

"People here are crazy," said Fenton Carl, a grade 8 motor equipment operator who has worked as a flagman. "They can see you from a mile away. You signal them to slow down and they still come by at 50 miles an hour."

"They aim at you," added Joe Corr, a member of the Local 830 board of directors. Corr and Spagnolo were standing along a section of the service road to the Long Island Expressway in Westbury several weeks ago with Frank Zito, CSEA vice president of the road maintenance unit, observing safety conditions of a road crew.

The crew was working in the brilliant spring sunlight pouring liquid tar into the cracks that veined the road. The conditions were almost perfect for patching because in addition to mild temperatures, there was little wind.

"When it gets windy, the tar gets stringy and you can get it all over your clothes," said Carl, looking up from his work.

"I like it. It breaks up the routine of picking up debris which is what we do most of the time in winter," said Nick Ferone, laborer, who was working alongside laborer Mike Davis, one of the newest members of the crew.

There was an urgency about their work that day because of heavy rains and generally incle-

ment weather that had plagued Long Island for the past two months.

"You can't do patching and filling when there is wet weather because if water gets under the tar and into the macadam it will lift it right up," said Rocky Genova, highway maintenance assistant commissioner. "You can't do it when it is too cold either," he added, noting cold weather makes it difficult to handle.

Helping speed up the work are the department's new trucks, which contain 600-gallon tanks that can be used all day and brought back to the yard and kept "hot" by propane heaters at night.

Fortunato Larice, a motor equipment operator who has been on the job for 30 years, remembers the "old days" when the tar was towed behind the truck in 160-gallon pots. It was a slow, laborious and wasteful process and at the end of the day the left-over tar had to be dumped, otherwise it would harden.

Even with the modern equipment, the men must be quick and deft, otherwise the tar will congeal in the pots.

"If you don't go fast enough, it gets clogged. Then you have to burn the pot to loosen it up," said Larice, who was walking along the road pouring a strip of hot tar over a crack.

Despite the danger and difficulty of the job, road crews are often insulted by motorists frustrated by waiting in traffic backups.

"Some people get upset in the morning when we have a lane closed. That's human nature. We try to roll with the punches to understand their problems but some of them don't want to understand ours," said George Allison, grade 3 equipment operator, as he signaled traffic to slow down. "We start at 7 a.m. when most people are just getting up."

To follow through on the safety program he has initiated, Spagnolo said all DPW members will undergo additional safety training this summer.

"We're in the process of setting up a program where outside experts will come in and train some of our members to be instructors. They, in turn, will instruct their brothers and sisters," he said.



# CSEA to file lawsuit

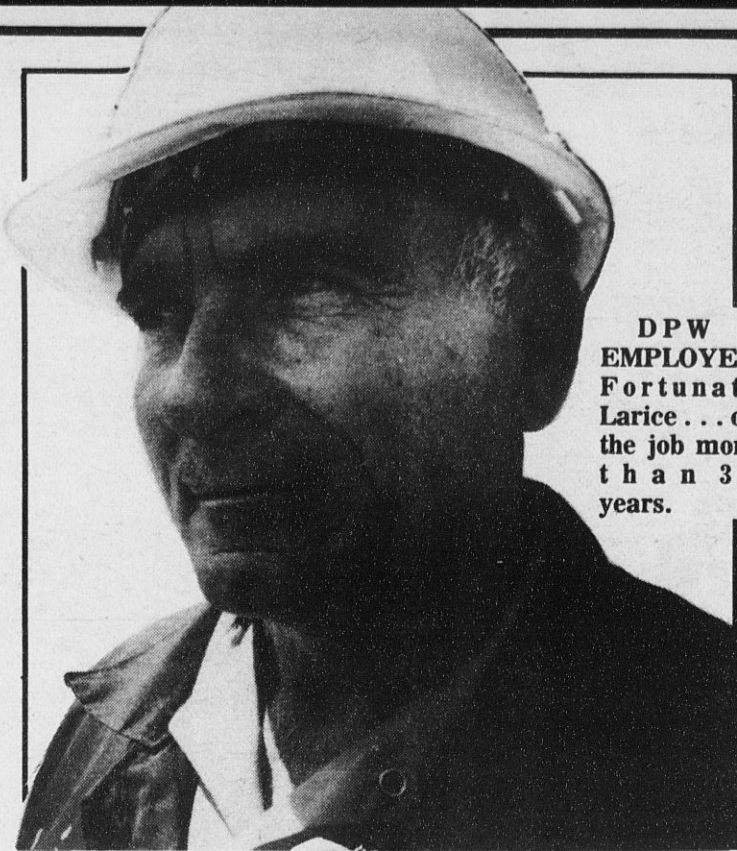
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the basis of an apparent violation of patient rights precedents that are inherent in the proposal.

"This union is truly concerned about the problem in state correctional facilities caused by overcrowding, and we supported the Prison Bond Issue last November, but we cannot support an alternative plan that was not thoroughly discussed with affected pa-

tients, families, employees and communities and appears to be a clear violation of existing state laws," McGowan said.

CSEA represents some 250,000 public employees in New York including 48,000 state mental health workers and approximately 5,300 workers who would be affected by the proposal.



**DPW EMPLOYEE**  
Fortunato Larice... on the job more than 30 years.



**READYING THE TAR** for the mending process.



**OBSERVING SAFETY CONDITIONS** on a stretch of the Long Island Expressway recently were, from left, Frank Zito, CSEA road maintenance unit vice president; and Joe Corr and Joseph Serrano, members of Local 830's board of directors. Fortunato Larice, right, holds tar bucket.



**TESTIMONIAL FOR DANIELS** — Longtime Dutchess County CSEA Unit President Scott Daniels, who recently left that post after many years, smiles as acting County Unit President Helen Zocco, left, presents him with a message of thanks for his years of union service. Seated next to Scott is his wife, and at right is incoming Unit President Mary Rich.

## CSEA wins reinstatement for Delaware County Infirmiry employee

**DELHI** — Only three months after being notified of her discharge for alleged abuse of a resident of the Delaware County Infirmiry, Patricia Davis, a member of Local 813, is back at work, thanks to the combined efforts of CSEA representatives and legal staff.

According to the facts presented, and the report of the PERB hearing officer, Davis' termination resulted from an alleged "hair pulling" incident in January. At that time, Davis was employed as a nurse's aide at the county infirmiry.

Following her termination by the infirmiry administrator, Davis filed a grievance with the county personnel officer, and several weeks later made a written request for a discharge review hearing.

A hearing was conducted April 6, in accordance with terms of the CSEA agreement with Delaware County. Davis was represented by CSEA Attorney John Rittinger.

In an April 21 decision, the hearing officer found "there is insufficient evidence in the record to sustain a finding of misconduct."

The hearing officer also recommended that Davis be reinstated with no penalty or punishment.

According to Gerald Phelan, CSEA field representative for Delaware County, Davis has returned to work at the infirmiry as a cleaner in the housekeeping department at a salary identical to that of her former position and with full back pay to the date of her suspension.

"We were confident from the beginning that the County lacked sufficient evidence to justify the disciplinary measure," Phelan said.

"The decision is not only a victory for Pat Davis, it demonstrates again what CSEA will do to fight for a member who has been unjustly penalized emotionally and financially."

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**Dangers always present for highway workers**

# Freak accident injures DOT flagman

SYRACUSE — At approximately 2:30 p.m. on Tuesday, May 25, a boat and trailer hitch accidentally crashed into an expressway work area near here, seriously injuring a New York State Department of Transportation flagman.

The injured workman, 19-year old Harold Hemmingway Jr., of nearby Mattydale, is being treated at a Syracuse hospital.

The freak mishap occurred in spite of the usual traffic cone placements, flashing signals, speed reduction signs and other precautionary measures taken by state authorities to warn truckers and motorists that construction or highway repairs are under way ahead and speed should be reduced.

The Syracuse accident, another in the long series of similar mishaps, serves as a grim reminder that as many as five state, county or other highway employees have been killed or injured each year in New York State in the past two years.

"It has almost reached a predictable stage," said CSEA safety coordinator Nels Carlson in a comment following the Syracuse accident.

"For the past several years there have been four or five fatalities involving DOT employees. When summer repairs to highways are stepped up, accidents seem to follow, regardless of the steps taken to caution drivers to slow down through work areas," he said.

"As a pioneer for New York State



OSHA laws, and the strengthening of safety codes, CSEA has and will continue to fight the battle to reduce accidents," Carlson noted.

Carlson says the general public must be made more safety-conscious in highway work areas, and that either more precautionary measures should be taken by DOT crews, or there should be stronger law enforcement against drivers who disregard warnings or are careless in work areas.

"If drivers would only use the same safety precautions and consideration in highway work areas as they do when approaching a stopped school bus from either direction, I'm sure we would see a decrease in accidents and

deaths involving highway employees," he said.

"Working for the New York State Department of Transportation, or any highway department, is tough work in every type of weather," Carlson stressed. "The crews know their equipment and know that some hazards go with the job. What they can't control is the accident caused by a careless truck or automobile driver in a construction area."

To encourage safety and protect other highway employees from injury or death, CSEA has pledged for more awareness of "Reduce Speed," "Construction Ahead" and other "Caution" areas where highway construction is underway.

*An innovative  
new program  
developed by  
CSEA and state  
through CWEP*

# Test taking's tough; but now help is on the way for CSEA members



COLUMBIA COUNTY CUOMO HEADQUARTERS opened last month to a large crowd in Hudson. The office was completely refurbished by local union workers, free of charge. Pictured here from left to right, are Local 811 member Norma Miller, Local 811 Political Action Committee Chairwoman Gloria Rutkey and Local 811 President Shirley Ponkos, who congratulates Lt. Gov. Mario Cuomo on the progress of his campaign to secure the Democratic gubernatorial nomination. The opening was followed by a Columbia County Democratic Committee banquet.





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ALBANY — Test-taking jitters, rusty math, lack of self-confidence and not knowing what or how to study are just a few of the problems that face CSEA members taking written and oral Civil Service promotional exams.

Doing well on the examinations is the key to job advancement for many public employees. Yet they have had nowhere to turn for help in preparing for the tests, brushing up their skills and finding a way not to "freeze" when the first question is asked.

Now help is on the way, thanks to an innovative program being developed by CSEA and the State, through the joint labor/management Committee on the Work Environment and Productivity (CWEP).

Soon, CSEA members will be able to study specially prepared manuals, attend instruction sessions and even watch television to learn how to perform well on the exams.

The instructional program is being developed by CWEP, working with the New York State School of Industrial and Labor Relations (NYSSILR) of Cornell University.

"The ability to perform well on promotional examinations is the only way public employees can obtain a promotion to a higher level competitive class position," said Marcia Calicchia of the NYSSILR. "Because of this, morale is low among workers who feel they will never be able to pass tests, or score high enough, to advance from the lowest positions in a promotional series.

"This project is aimed at helping individual employees overcome their anxieties, sharpen their skills and build self-confidence in their abilities."

She added that the few materials which have been available to help prepare for exams — including commercial self-help books and courses — are usually overpriced and often so outdated that they are useless.

The CWEP project set out to design a series of videotapes covering general topics and problems faced by most people taking the exams, plus a series of instructional manuals focusing on each of the major State examination series.

"The videotape programs will be general enough to be used on every job series, and will stress methods of overcoming the chief obstacles to successful exam-taking," Ms. Calicchia explained.

The videotapes are being prepared by CSEA's advertising agency — Van de Car, De Porte and Johnson. The programs will be available in videotape cassettes, and they can also be broadcast on cable television systems and interested public broadcasting stations.

Three videotape programs are being prepared:

• "Preparing for an Examination" will highlight some common barriers to doing well on tests. These problems might range from a lack of experience in test-taking to the fear or anxiety that causes many test-takers to perform poorly. The 30-minute program then presents some suggestions and techniques for improving performance. The program emphasizes the importance of a positive attitude, suggests ways to reduce fear, stresses the need for proper preparation for the test, and discusses strategies for answering various types of exam questions.

• "Mastering the Math on Civil Service Exams" helps State employees brush up their rusty math skills and overcome their fear of the math portion of the tests. Included in the two 30-minute programs will be a "mini-refresher course" on such basic math as decimals, percents, ratios and tabular material.

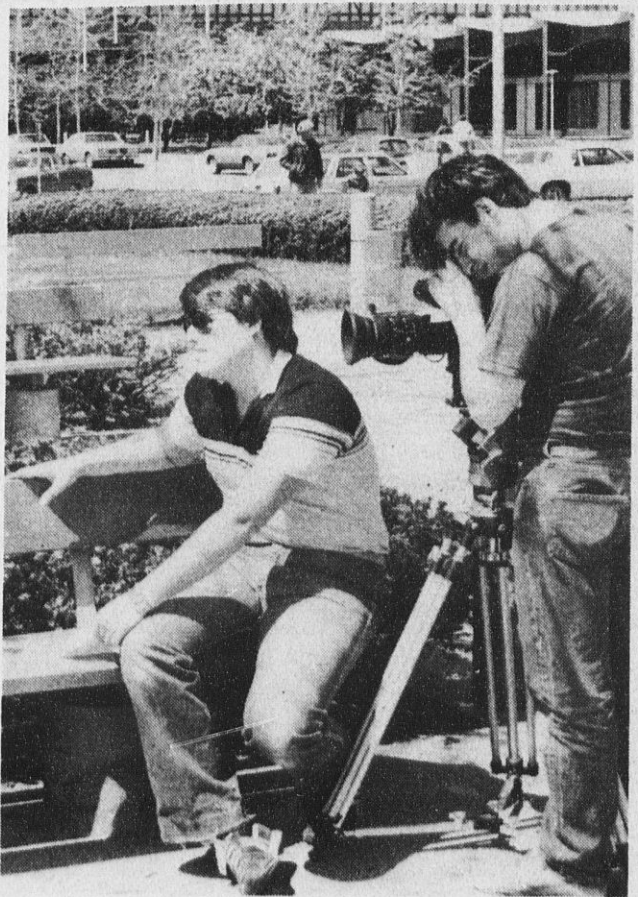
• "How to Take an Oral Exam" is the final videotape presentation and discusses the criteria used in grading the exams. The program then presents a "mock oral exam" followed by tips on how individuals can improve their performance in each of the areas graded by examiners.

The first examination series for which detailed instructional manuals will be prepared is the State's Public Administration Training Transition series, scheduled to be given in the late Fall. Plans call for manuals to be in the hands of CSEA Locals two months prior to the examination dates to give interested members ample time to prepare for the exams.

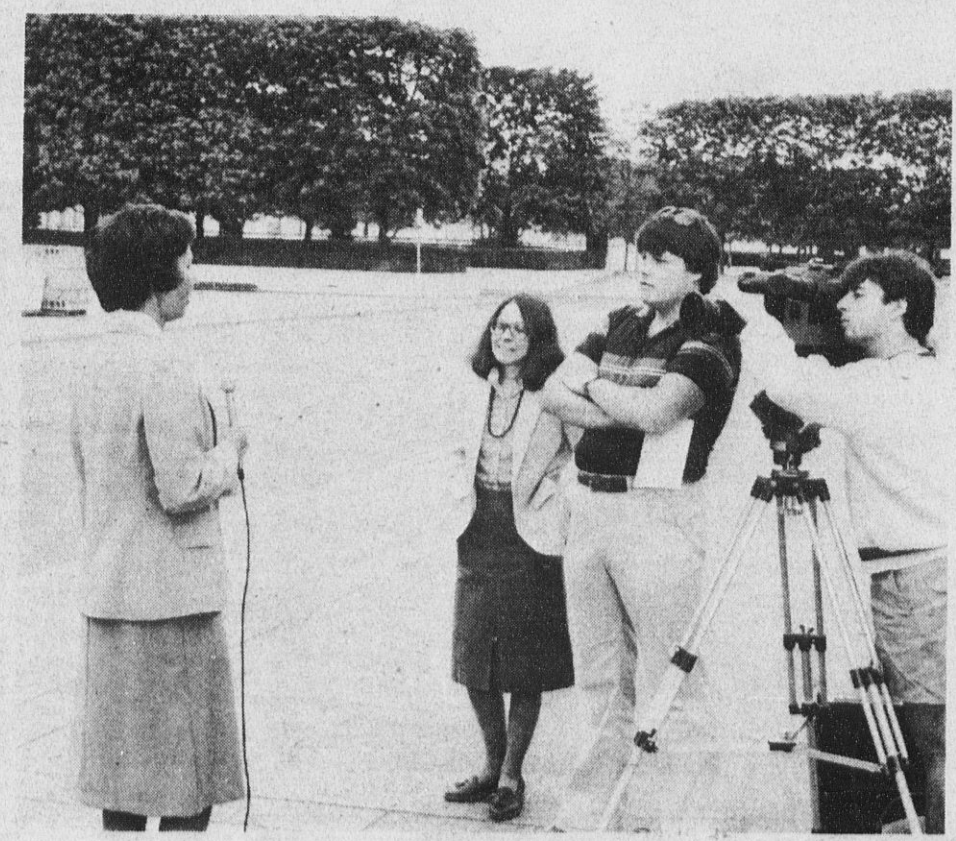
Further information on the program and availability of videotapes and manuals will be provided to CSEA Locals as the project is completed.



MARC JOHNSON, of CSEA's advertising firm of Van de Car, De Porte and Johnson, revises a shooting schedule while preparing videotapes for use in helping public employees score better on Civil Service promotional exams.



PEER TESTIMONIALS are included in the videotapes, with public employees who have already worked with NYSSILR to improve their examination performances telling viewers how to make the new system work for them. In photo at right, NYSSILR's Marcia Calicchia, center, watches testimony being taped by a crew from the union's advertising agency. Photos of similar statements being taped at left and upper left were among taping sessions conducted at several Albany locations.





# CSEA rejects gov's plan for prisons at MH sites

## Prison bars a bad choice

ALBANY — CSEA President William L. McGowan says that he opposes Gov. Hugh L. Carey's plan to immediately convert parts of three state mental health facilities to medium security prisons as "an overly ambitious program that could have serious security implications for state mental patients, union members and unsuspecting communities."

McGowan said that, while CSEA shares the state's concerns about overcrowded conditions in state correctional facilities, an overnight program to create prisons out of hospitals could endanger the safety of patients at affected facilities, the surrounding communities and CSEA members employed at the facilities.

CSEA, which represents some 48,000 employees working in state mental health facilities, also believes that mixing convicted criminals with the mental health patients at major state hospitals like Pilgrim, Gowanda and Utica Psychiatric Centers and Craig Developmental Center, would increase community concerns about such facilities, particularly when the Governor's plan allows the communities no input at all into the proposal.

"CSEA members in each of these institutions have accepted the sacrifices and the risks of working with the mentally handicapped and the mentally ill," the union leader said, "but mandating an overnight program to place criminals into these already understaffed facilities may be courting disaster."

Noting that Carey's proposal would call for some hospital buildings to be occupied by both patients and inmates (many presently vacant buildings would also be used), McGowan said CSEA also had many concerns about protection of its members' jobs, their contractual rights, and the implications of possible dislocations of patients and employees at the affected facilities.

"This union backed the unsuccessful prison bond issue last November because we understand the problem of overcrowding in prisons. But by sticking his plan down the throats of these communities without warning or time to educate the community, he may be creating a worse problem than the one he is attempting to solve," McGowan said of the Carey announcement.

Also, noting the circumstances surrounding the surprise decision, the union leader said it obviously has no written details of the proposal nor any assurances concerning its implications on the workers.

"Sooner or later this Administration will learn that it can't get its way by late night declarations about controversial subjects," President McGowan said, "and this fiasco is no exception. Now they will have to contend with angry communities whose opinions have been ignored, frightened patients who fear for their safety, suspicious employees who fear for their jobs, and an angry union which cannot support this ill-advised attempt to ram a controversial decision down the throats of concerned patients, employees and communities."

## Lawsuit will be filed

ALBANY — Attorneys for the Civil Service Employees Assn. have been directed by union President William L. McGowan to file suit in State Supreme Court at the earliest possible date to enjoin Gov. Hugh L. Carey from attempting to implement a proposal to house correctional inmates in several state mental health centers, a proposal CSEA says violates state law.

Earlier, the union leader had issued a statement condemning the plan to move inmates from state medium security prisons into Pilgrim, Utica, and Gowanda Psychiatric Centers and the Craig Developmental Center. But, after reviewing the proposal which was announced last night, CSEA says the plan would gradually replace all the patients at Craig, Gowanda and

Utica with prisoners by April 1985.

"The state's laws are clear that only the Legislature has the authority to close a mental health facility," President McGowan announced early this afternoon, "and since the plan is contingent upon closing those hospitals and gradually converting them into prisons, it clearly exceeds the Executive's authority."

Union attorneys said that legal papers are already being drawn and will be filed shortly in State Supreme Court in Albany to preclude any action on the Carey plan. CSEA is also contacting lawmakers from the areas affected by the proposal and patient advocacy groups to explore possible litigation in state and federal courts on

(Continued on Page 17)