

Union advocates changes at governor's conference

Strong arguments support Taylor Law modifications

ALBANY — CSEA was an active participant November 13 when Harold Newman, chairman of the New York State Public Employment Relations Board, opened the Governor's Conference on Public Sector Collective Bargaining.

The Conference was requested by Gov. Hugh L. Carey to create discussion between public sector management and labor concerning the Taylor Law and the experiences that have affected both since the creation of the law 13 years ago.

The law, titled, "Public Employees Fair Employment Act," established the framework of public sector labor relations in the state giving public employees, for the first time, the right to union representation. It mandated public employers to bargain with public employees for terms and conditions of employment but it also outlawed strikes by public employees and provided that when negotiations for most public employees cannot be resolved by the parties, the final authority to impose a settlement rests with management.

While most public employees unions, including CSEA, have long recognized the positive aspects of the Taylor Law, they have also gradually experienced its abuses. Leading the list of faults is the "legislative hearing" which literally gives the legislative body in a municipality the power to impose terms and conditions of employment on its employees if labor and management cannot resolve an impasse in negotiations.

It is this type of bias in the Taylor Law that public employee unions want changed so employees can bargain equally with employers. Two frequently suggested remedies to the management bias in the law are the legalization of public employee strikes (or the abolition of any strike penalties) and the use of some form of "interest arbitration" as an equitable mechanism to resolve negotiation impasse.

It was these points which were frequently the subject of discussion between conference participants representing labor and management.

Several seminars dealing with different subjects related to the Taylor Law were conducted by moderators. One of these sessions, "Public Sector Bargaining and the Legislative Process," included a

pointed argument for modification of the Taylor Law by James Featherstonhaugh, CSEA's Chief Lobbyist and a partner in the Albany law firm of Roemer and Featherstonhaugh which represents CSEA.

The union attorney argued for modification of the law to give public employees equality with their employers at the negotiating table, arguing at one point that the union would be willing to take virtually any issue to the bargaining table, including pensions, if labor had an equal bargaining strength with management.

The two-day conference produced at least one immediate result when PERB Chairman Harold Newman pledged to ask Gov. Carey to appoint a "blue ribbon panel" to take a close look at the Taylor Law and make recommendations for change to the Legislature. The Governor, who delivered a brief address at the conference, said he would consider such a panel.



TIME OUT — Thomas Whitney, left, CSEA's Director of Member Services, confers with Frank Martello, Regional Director of the union's Central Region V, during a break in meetings at the Governor's Conference on Public Sector Bargaining.

the Public Sector

Official publication of
The Civil Service Employees
Association
Vol. 3, No. 8

Wednesday, November 26, 1980

(ISSN 0164 9949)



This is Karen Smith, and she holds the distinction of being the only female canal structure operator in New York State. For more about this unusual situation, see page 8.

President visits region

CSEA President William L. McGowan at press time was meeting with Long Island Region I members on an informal, one-to-one basis at the regional office, 740 Broadway, North Amityville. The Monday, November 24 meetings began at 10 a.m., and complete a series of such meetings in all six regions which began earlier this year.

Union backs override vote on governor's pension bill veto

ALBANY — CSEA carried its fight for pension supplementation for retired state workers into the halls of the state capitol last week when Gov. Hugh L. Carey called the Senate and Assembly back into session to deal with a supplemental state budget to head off layoffs in state agencies.

The union has asked the legislature to override Gov. Carey's veto of legislation adopted overwhelmingly by both houses of the legislature earlier this year that would have provided modest pension supplementation to retired state employees. For some of the pensioners, inflation has cut purchasing power in half over a ten year period. This modest bill would have increased pensions by between three and one half and seven percent depending upon the year of retirement.

The governor vetoed the bill claiming its costs were excessive.

CSEA Chief Lobbyist James Featherstonhaugh said last week that Senate Majority Leader Warren Anderson planned to lead the charge for an override in the Senate where the necessary two-thirds vote was expected. While there was significant support in the Assembly as well, it was not clear whether the necessary two-thirds majority was available.

Attorney Featherstonhaugh said that while the

override issue is not resolved, it is clear that Assembly Speaker Stanley Fink will demand immediate supplementation for retirees when the new legislature reconvenes in two months in exchange for blocking the override in the Assembly.

"I fully expect that if we can't get the override this month then a new supplementation bill will be drafted, introduced, passed and signed within the first few months of the new legislative session," Mr. Featherstonhaugh said. "We are clearly right on this issue and the Legislature knows it."

"It's also possible that if this issue is deferred until the new legislature reconvenes, we will make an effort to have the present provisions for supplementation increased to make our retirees whole for the additional income that they have needed so badly for too long," he said.

The lobbyist said the legislature was expected to leave Albany by the end of the week but not without having passed a supplemental state budget to make up for inadequate funding in the budget approved last spring. CSEA had argued then that the budget as passed was inadequate to complete the fiscal year.

CSEA is also pushing the legislature to approve a proposal from Gov. Carey to provide funding to create more than 2,000 new jobs in the state's Office of Mental Health and Office of Mental Retardation.

Employee upheld in refusal to do certain assignments

NEW YORK CITY — Management's attempt to terminate an employee at the South Beach Psychiatric Center who refused to perform work which would jeopardize his life and health was stopped by an arbitrator's decision.

South Beach Psychiatric Center (SBPC) had attempted to terminate painter Peter Antico for his refusal to perform work against the advice of his doctor, according to CSEA Field Representative Bart Brier.

He said the arbitrator ruled in favor of Antico because the SBPC Local 446 member and steward had acted in good faith when he refused an order — which may have been a risk to his health and safety — thus leading to the dropping of all charges against him.

(The Public Sector during the Spring of 1980 reported on the attempt by the SBPC management to terminate Antico).

Antico's problems started in August 1979 when he fell 45 feet in a scaffold accident while on the job. After partially recovering from his injuries, he returned to work under his doctor's orders.

Antico's doctor had told him not to perform lifting or climbing, Brier said. The reasons for the restrictions were the injuries to Antico's back and the effects of the medications he was taking, respectively, the field representative said.

In late January 1980, SBPC management ordered Antico back to his regular job unrestricted after receiving the backing of a state doctor. Antico refused and was later served with the disciplinary charges.

In spite of the claim by SBPC that Antico work full time unrestricted after late January, 1980, the Workers Compensation Board ruled that Antico was entitled to Workers Compensation benefits from Jan. 25 to March 13, 1980.

Charge Creedmoor ward seriously understaffed

NEW YORK CITY — A potentially dangerous staffing situation in a Creedmoor Psychiatric Center (CPC) ward is being ignored by management, CPC Local 406 reported.

Local 406 representative Miguel Cruz, called the Special Skills Ward, where he works, "dramatically understaffed." The ward houses 31 aggressive, violent male patients with histories of assaulting patients and staff, Cruz said.

He said in less than one year since the ward has been in existence there have been more than 200 attacks by patients against other patients and more than 50 attacks by patients against staff.

When management recently started transferring staff from the ward to

other units, Local 406 President Dorothy King and CSEA Field Representative Bart Brier met with the hospital management.

Management indicated it hoped to increase the staffing of the Special Skills Ward by the middle of June 1981, Brier said.

Ms. King said: "I hope nobody gets killed there by the middle of June." She said she is fearful that management, as it sets up additional special treatment units, will be reducing the staffing of existing units far below levels which afford safety to patients and staff.

Cruz said with the transfers from the Special Skills Ward, the day shift covering the 31 violent male patients has been reduced to five therapy aids, approximately half female.



JOINING IN DISCUSSION WITH Marsha Anderson, left, of the AFSCME Education Department are New York City Local 010 members James Heekin and Frank Flannery at the local's recent training workshop for grievance representatives.



AT THE NEW YORK CITY LOCAL 010 training workshop are Local 010 Education Committee Chairman Fabia Calderon, center, with Rosa Franco and William Reyes.

ATTENDING THE New York City Local 010 training workshop, below, are, from left, Philip Ross, Dorothy Daniels and First Vice President Rose Feurerman.



NEW YORK CITY LOCAL 010 President Joseph Johnson, standing, speaks with Local 010 members, from left, Randall Knox and J.P. Jones at the local's recent training workshop for grievance representatives.

Schoharie sheriffs finally organized

SCHOHARIE — 48 employees of the Schoharie County Sheriffs Department, whose attempts four years ago to join the Civil Service Employees Assn. were thwarted by an unsympathetic county board of supervisors, have now attained that goal.

In a pre-hearing conference with the CSEA before the Public Employment Relations Board, the board of supervisors, now with some different members, have agreed to voluntarily recognize the employees as part of the Schoharie County Unit CSEA.

In order to organize, an employee group must be recognized as part of a collective bargaining unit by the employer or PERB must hear the union's case and rule on it, said Capital Region CSEA Organizer Greg Davis.

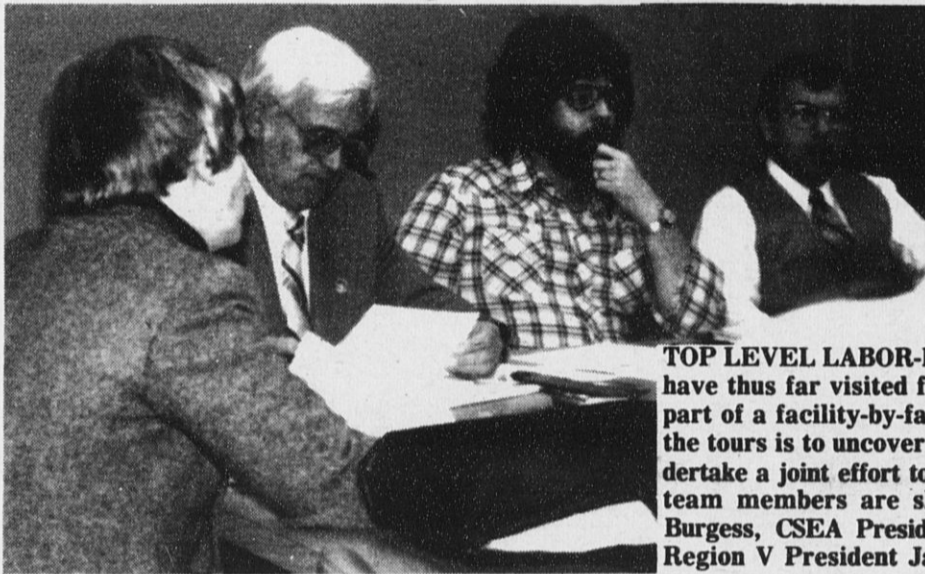
According to Kathy Saddlemire, president of the Schoharie County Unit

CSEA, the unit is currently in the process of contract negotiations with the county, and is seeking to have the sheriff's department employees protected under the contract to provide them some of the benefits of civil service status. This includes guidelines for holiday and overtime pay which they were denied in the past.

Joining the union does not automatically grant the sheriffs civil service status, Saddlemire noted, and therefore they still lack job security. Though no effort to attain the status is currently underway, Saddlemire said she hopes to see it in the future.

In 1976, the employees approached then unit president Doris Gordon, who requested recognition from the board of supervisors. The board, Gordon said, refused, "probably for political reasons," and the employees at that time did not pursue the matter further.

THE UNION TEAM, (right), during joint CSEA/State tour at Binghamton Psychiatric Center included, from left, Collective Bargaining Specialists Jace McGraw and Paul Burch, Chief Legal Counsel James Roemer, Local 441 President Charles Gregory, CSEA President William L. McGowan and Region V President James Moore.



TOP LEVEL LABOR-MANAGEMENT TEAMS, (left), from CSEA and the Carey Administration have thus far visited four Office of Mental Health and Office of Mental Retardation facilities as part of a facility-by-facility tour to eventually include all such locations in the state. Purpose of the tours is to uncover problems associated with employees and clients at the facilities and to undertake a joint effort to resolve them. During a recent visit to Broome Developmental Center, union team members are shown during a discussion. From left, is Administrative Assistant Judy Burgess, CSEA President William L. McGowan, Local 449 President Mark Smacher and CSEA Region V President James Moore.



AT A CELEBRATION marking the sixth anniversary of the Rensselaer County Educational Local of the Civil Service Employees Assn., its president Ed Evans, second from right, was honored for being its founder. Evans is being congratulated by Everett Desso, president of the Lansingburgh School District Unit, who cited him for the effort and guidance he has given the local over the years. Standing with the two, from left to right, are Fred Toussaint, president of the Averill Park School District Unit; Skip Weber, president of the East Greenbush School District Unit; Joe Lazarony, former president of the Rensselaer County Unit, and, to the right of Desso and Evans, George Tashjian, president of the Troy School District Unit.

Herkimer Local 822 unanimously approve two-year contract

HERKIMER — Members of the Herkimer Hospital Unit of CSEA Local 822 have climaxed more than nine months of negotiations by voting unanimously to accept their first contract, a pact calling for salary increases of twenty percent over two years.

The agreement followed numerous bargaining sessions and delays, including an impasse.

According to Sandra Walby, Unit President and Chairperson for the Union negotiating team, the new contract calls for an increase of ten percent on adjusted rates to 37½ hours, retroactive to April 1980, to be followed by an additional five percent increase effective January 1, 1981, and another five percent July 1, 1981.

Other benefits include longevity raises for employees effective in April 1981, binding arbitration for grievances and an Agency Shop clause effective November 1, 1980.

In a comment following the acceptance of the agreement by the membership, and the subsequent ratification by the Hospital Board of Managers several days later, Ms. Walby said, "The Union members are very happy. We have struggled through nine months of tough negotiations to reach an agreement that will mean additional salary increases to employees who haven't had a raise since 1977. We are also pleased with the Agency Shop clause and other employee benefits."

Ms. Walby also expressed appreciation for the efforts of chief negotiator Ted Modrzejewski, and other CSEA staff members over the nine-month period of negotiations.

The Public Sector

Official publication of
The Civil Service Employees Association
33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every Wednesday weekly except for Wednesdays after New Years, Memorial Day, Fourth of July and Labor Day for \$5 by the Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

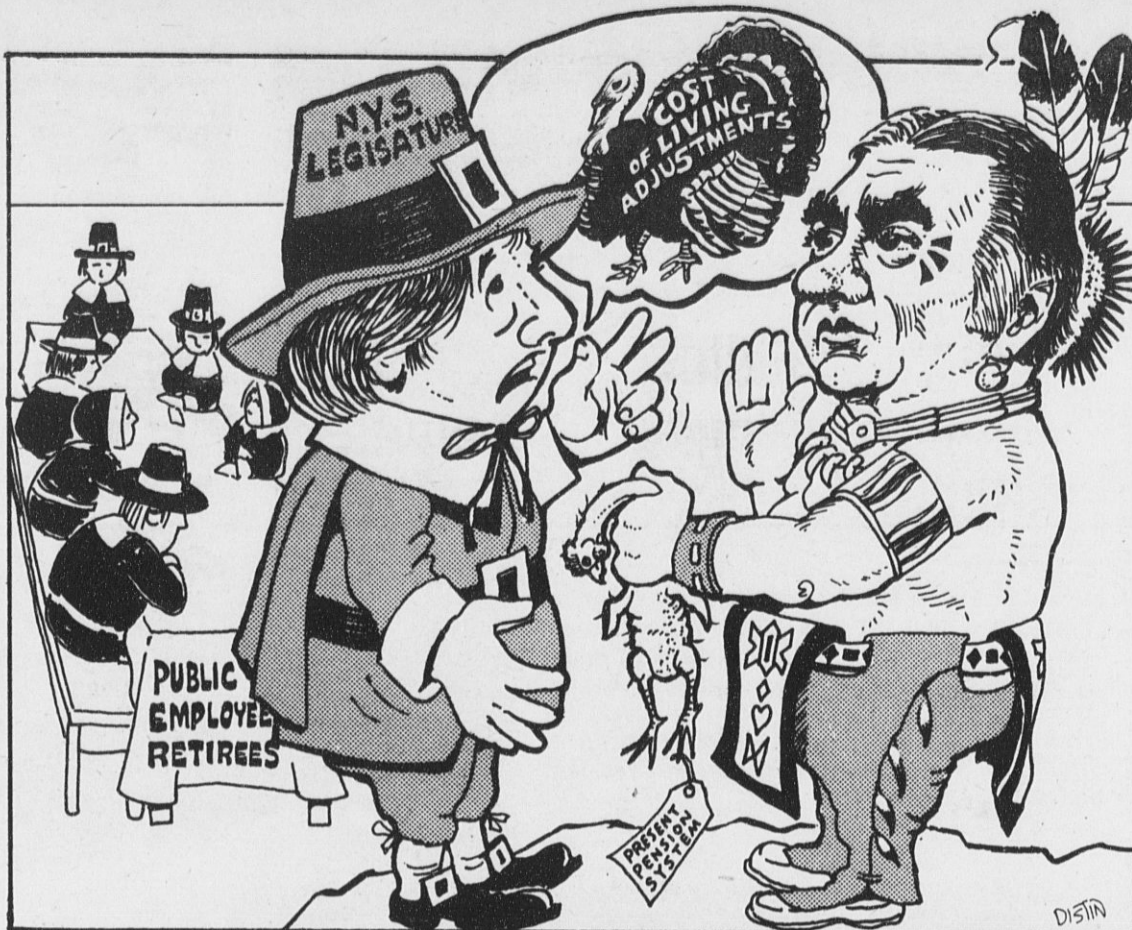
Second Class Postage paid at Post Office, Albany, New York. Send address changes to The Public Sector, 33 Elk Street, Albany, New York 12224.

Publication office, 75 Champlain Street, Albany, New York 12204. Single copy Price 25¢

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Published every Wednesday by Clarity Publishing, Inc. Publication Office, 75 Champlain Street, Albany, N.Y. 12204 (518) 465-4591



Newburgh-Beacon bridge celebrates new opening

BEACON — Temperatures were down, but spirits were up, as CSEA leaders joined various elected officials and interested citizens earlier this month to celebrate the long-awaited opening of the south span of the Newburgh-Beacon Bridge.

Representing the union were Southern Region President James J. Lennon, Regional Director Thomas J. Luposello, and Bridge Authority Local 050 President Frank McDermott.

Featured speakers were Sen. Daniel P. Moynihan and Bridge Authority Chairman John S. Stillman.

When the old bridge, or north span, was completed in 1963, it was originally to have carried four lanes of traffic but the state, in an economy move, reduced it to two. The span soon became a major bottleneck as progressive stages of Interstate 84 were opened and, in fact, over the years annual bridge traffic increased from 2.25 million to ten million. Plans soon started for a second connector.

The old bridge cost \$19 million; the new one, \$94 million.

Before the ceremonies, joggers and handicapped people in wheelchairs opened the new link. They were later followed, after speeches and a ribbon-cutting, by a motorcade. Also taking part in the festivities were Dutchess County Executive Lucille Pattison and Orange County Executive Louis Heimbach.



IT WAS THEIR DAY, TOO, as members of Bridge Authority Local 050 joined in the festivities. Shown above are, left to right, Cal Conklin, Regional Director Thomas J. Luposello, Region III President James J. Lennon, Local President Frank McDermott, and Cosmo Casaregola.

Calendar of EVENTS

November

25 — Joint membership meeting of Long Island State Parks Local 102, Department of Transportation Local 508, SUNY Farmingdale Local 606 and SUNY Old Westbury Local 618, 7 p.m., Machinists Hall, Melville.

December

2 — Herkimer County Local 822 annual Christmas party, 7 p.m., Thurston's Restaurant, Frankfort.

5 — Upstate Medical Center Local 615 annual Christmas party, Holiday Inn West, Route 690 & Farrell Road, Syracuse, 6:30 p.m.

5 — Local 442 Rome Developmental Center annual Christmas Party, 6:30 p.m., Massoud's Restaurant, Washington Mills.

6 — SUNY Morrisville Local 609 Christmas dinner dance, 7:30 p.m., Nelson Inn, Route 20, Nelson.

6 — Binghamton City Local 002 annual Christmas dinner dance, 6:30 p.m., Greenhouse Lounge, North Street, Endicott.

12 — Cortland County Unit annual Christmas dinner dance, 7:30 p.m. American Legion Post, Tompkins Street, Cortland.

12 — Long Island Region I holiday party, 7 p.m., Huntington Towne House, Huntington.

13 — Seneca County Local 850 annual Christmas dinner dance, 7:30 p.m. Moose Club, East Bayard Street, Seneca Falls.

13 — Syracuse Developmental Center Annual Dinner Dance, 7 p.m. American Legion Post, Manlius St., East Syracuse.

19 — Otsego County Local 839 annual Snowball dinner dance, 8 p.m., St. Mary's Church Center, Cooperstown.

Region VI raffle winners

BUFFALO — Prizewinners have been announced for the raffle held by Region VI during the delegates convention at Niagara Falls.

First prize winner M. Vilecco of Binghamton Psychiatric Center Local 441 received his \$400 at the convention. The remainder of the prizes were mailed to the winners. They are: 2nd Prize, \$300, to Edna LaShure, Hornell Local 007 retiree; 3rd Prize, \$200, to Joseph Migliore, Buffalo Local 003; 4th Prize, \$100, to Kathy Hughes, formerly of DOL Local 352; and 5th Prize, \$50, to Stanley Panek, formerly of Local 003, Buffalo.

Nassau Co. prepares for OSHA

MINEOLA — Nassau County appears to be preparing for the new State OSHA Law which takes effect Jan. 1, 1981, according to a recent memorandum from County Executive Francis T. Purcell to all elected officials and department and agencies heads in the county government.

"The purpose of this law is in keeping with the policy of my administration that every Nassau County employee shall have the greatest degree of personal safety and security while performing his or her job," Purcell said.

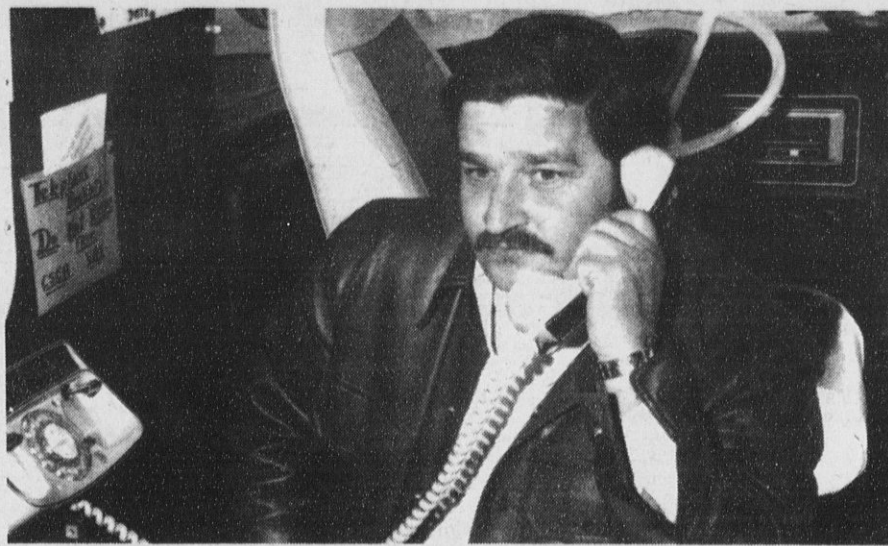
Purcell said he directed County Labor Commissioner William Pederson "to develop and administer the overall program of inspection, training and evaluation of the health safety aspects of Nassau County's operations.

"Each department and agency will, however, be primarily responsible for carrying out the safety policies of the new law as they affect its operation."

Purcell called for each agency and department head to designate one management employee to act as health and safety compliance officer.



STATIONED OUTSIDE THE MAIN ENTRANCE TO Staten Island Developmental Center (SIDC) is the CSEA Mobile Office. With most of the SIDC Local 429 officers suspended and barred from the hospital grounds, the mobile office serves as an office for the suspended officers.



MANNING THE TELEPHONE IN THE CSEA Mobile Office parked outside the main entrance to Staten Island Developmental Center (SIDC) is CSEA staffer Jerry Stevens. The mobile office is available to members of SIDC Local 429 and its suspended officers.

Union on hand for suspended officers

NEW YORK CITY — In spite of the suspensions on disciplinary charges of many of the officers of Staten Island Developmental Center Local 429, including President Felton King, CSEA is making every effort to insure that all members of Local 429 are receiving representation, according to CSEA Field Representative Bart Brier reported.

Brier said Local 429 is still functioning from its office in the basement of Building 2, led by Local 429 First Vice President John Jackson and Fourth Vice President Barbara Farrell.

Other local officers still on the job are Treasurer Geri Bell, Institutional Unit Representative Walter Taylor, Operational Unit Representative Sal Gugino and Administrative Unit Representative Ruth Delany in addition to more than 70 shop stewards, Brier said.

Also available to Local 429 members and the suspended officers is the CSEA Mobile Office manned by Jerry Stevens which is stationed just outside the main entrance to SIDC.

Those Local 429 members needing representation should call the local office at extensions 135 and 136 or Metropolitan Region II headquarters at (212) 962-3090, Brier said.

He also said because of the situation at SIDC, CSEA, the administration of the hospital and the State Office of Mental Retardation and Developmental Disabilities (OMRDD) have entered into an arrangement whereby:

- All Notices of Discipline are served on Wednesdays or as close to Wednesday as possible, the date Brier and other members of

the CSEA Region II staff are at SIDC to review all representation problems.

- Local 429 receives a copy of all Notices of Discipline, not a standard practice.

- Local officers and CSEA staff meet each week with representatives of SIDC and OMRDD to:

- Review to try to settle grievances and Notices of Discipline. If not resolved, dis-

ciplinaries and grievance hearings are scheduled in accordance with the contract.

- Address any other problems which may have occurred.

Brier said recently he, First Vice President Jackson and Field Representative Andrew Collins met with management. As a result of the meeting, a number of Notices of Discipline were withdrawn and many grievances were settled, he said.



STATEN ISLAND DEVELOPMENTAL CENTER LOCAL 429 Vice Presidents John Jackson, left, and Barbara Farrell confer with CSEA Field Representatives Andrew Collins and Bart Brier on pending disciplinaries and grievances at the State hospital. The meeting is in the Local 429 Office in Building 2.

Local 413 President questions jailing of member

NEW YORK CITY — Manhattan Psychiatric Center (MPC) Local 413 President Ismael Lopez has called for an immediate investigation and appropriate action by MPC into the arrest and jailing of a CSEA member employed at the hospital.

MPC Grievance Committee Chairman Mohamed Hussein said a grievance has been filed on behalf of the employee, Godfrey Waldron, to have his time restored for the six days he was in custody.

Lopez, Hussein and (CSEA) Metropolitan Region II Director George Bispham told the following story:

Waldron, after completing his shift at approximately midnight, was walking home towards the footbridge that connects Wards Island, where PMC is located, with Manhattan.

He was met by two security officers who demanded he show his identification card.

Waldron told the officers he left the card on his uniform and offered to show his pay check to prove he was not trespassing. He also suggested the officers call his supervisor to identify him.

Instead, the officers called for additional help, and Waldron was handcuffed and allegedly assaulted.

At the MPC Security Office, Waldron was allegedly physically

assaulted when he again suggested the officers call his supervisor.

The officers took Waldron to Central Booking in lower Manhattan and charged him with resisting arrest and trespassing.

When Waldron went before a judge, he was sent to Rikers Island jail because an MPC security officer had taken with him Waldron's fingerprints, causing the MPC employee to spend a weekend in jail.

Central Booking called MPC for the finger prints on Friday but they did not arrive until Monday.

On the Monday, a judge dismissed the charges against Waldron.

Since Waldron's return to work after the arrest, MPC Personnel Director John Frangos told Waldron, a nine-year permanent employee, that he was not entitled to CSEA representation because he is serving in a new program as a probationary employee.

Lopez said the arrest of Waldron was contrary to an MPC policy requiring top management to be consulted before any arrests are made by security officers.

Bispham said he has met with MPC Director Gabriel Koz on the incident. Koz is investigating, he said.

The matter could be brought to the State Attorney General if it is not resolved at the hospital, Bispham said.

THE AFFILIATION ISSUE

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LISTENING TO A QUESTION at the meeting of the CSEA Affiliation Study Committee in Region II are committee members Paul Christopher and Delores Farrell.

The CSEA Affiliation Study Committee has been holding meetings in all CSEA regions to answer questions from the membership. Recently the committee held meetings in New York City for Metropolitan Region II members and in White Plains and in Newburgh for Southern Region III members.

Members of the committee are Region VI president, Robert Lattimer, chairman; Michael Curtin, Region I; Felton King, Region II; Pat Mascioli, Region III; Delores Farrell, Region IV; Maureen Malone, Region V; and Paul Christopher; Region VI.



WESTCHESTER COUNTY LOCAL 860 member Joseph Roche, left, and CSEA Field Representative Donald Partick are among those attending the meeting of the CSEA Affiliation Study Committee in White Plains.



CSEA AFFILIATION STUDY COMMITTEE CHAIRMAN Robert Lattimer, left, addresses a meeting of Southern Region III members in White Plains. Listening to Lattimer are, from left, committee member Pat Mascioli, Region III President James Lennon and committee member Felton King.



PAYING ATTENTION TO THE DISCUSSION at the meeting of the CSEA Affiliation Study Committee in White Plains are, from left, Ernest Hemphill and Roger Williams, both of Westchester County Local 860.



ASKING A QUESTION, left, is Janice Schaff, Westchester County Local 860, at the meeting in White Plains of the CSEA Affiliation Study Committee.



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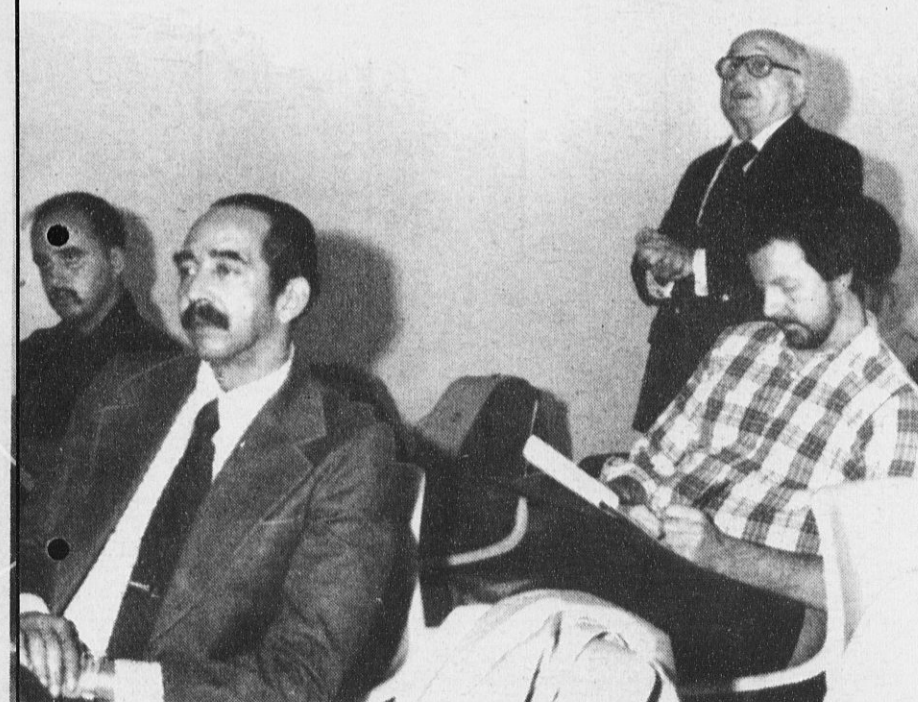
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STATE JUDICIARY Representative of the CSEA Board of Directors Thomas Jefferson, left, asks a question at the CSEA Affiliation Study Committee meeting in White Plains.



METROPOLITAN REGION II PRESIDENT James Gripper, left, and Treasurer Thomas attend the meeting of the CSEA Affiliation Study Committee in New York City.



AMONG THOSE ATTENDING THE MEETING of the CSEA Affiliation Study Committee in Region II are, from left, Nelson Malpica, South Beach Psychiatric Center Local 446; Cassell Brockett, Metro Area Armories Local 254; Solomon det, New York Metropolitan Retirees Local 910; and Joseph Mitone, Local

Law suit pending by school employee over payless suspension

ELMONT — Sandra Perdue, a clerical employee for the Sewanhaka School District, was charged with insubordination and suspended without pay last week for refusing to take a lie-detector test about the disappearance from her office of \$500 in proceeds from a school dance last March.

Ms. Perdue was home sick the day in March when the money was discovered missing and has reportedly been cleared of involvement in the theft by the police.

School administrators said that the test was being administered to help determine who should handle funds in the future and not to determine who stole the money. According to Robert Loew, the attorney for the School District, Ms. Perdue was suspended for "insubordination for refusing to take the polygraph test. It had nothing to do with whether she stole the money." Three other clerical employees and three administrators have taken the test, he said.

Ms. Perdue's attorney claims that school officials want to use the test to determine who took the money and not for administrative purposes as the District claims.

The money — proceeds from a high school dance, disappeared from a safe during a weekend in March. Police said that the safe was open during the Monday that Ms. Perdue was out sick and that many employees and administrators had access to the open safe.

Ms. Perdue, who has been financial clerk at the school for 14 years, was suspended Nov. 5 after she repeatedly refused Principal Robert Andrew's orders that she take the test.

She was first asked to take the test on Sept. 26 but refused because she felt it was a violation of her privacy according to Harold Krangle, CSEA field representative.

Ms. Purdue was offered CSEA legal assistance and the support of the union, according to Mr. Krangle, but instead chose to hire a private attorney so she could also take civil action against school officials.

"She has an unblemished record and the police thoroughly cleared her of suspicion after she fully cooperated with them," said Ms. Perdue's attorney. He said that his client intended to sue the School District for defamation of character and violation of Ms. Perdue's constitutional rights against self incrimination.

Mr. Loew said that under State Law, the District can require employees to take lie detector tests.

A hearing on the administrative charges is scheduled for Nov. 25.

Greene County Unit pact

CATSKILL — Members of the Greene County Unit of the Civil Service Employees Assn. voted 220 to 35 to accept a three year contract offering them an across the board wage increase of \$750 each year. The contract also calls for an increase in the pay rate for employees who are on call.

Additional benefits include new accrual limits for personal, vacation and sick leave and college tuition credits.

On the CSEA negotiating team were: Richard Canniff, Henry Wyszynski, Kay Stanzione, Betty Peterson, Linda Overbaugh, Guy Finke and Dave Gammer.

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KAREN SMITH: New York State's only female canal operator

'I don't feel I'm different from anybody else . . . it's just a job'

By Deborah Cassidy

FORT EDWARD — On the surface, Karen Smith is a typical public employee — a state worker and a member of her Civil Service Employees Assn. Local — but she has the distinction of being the first and only woman in the state to hold the position of canal structure operator.

Smith, who works at Lock 7 of the Hudson River's Champlain section in Fort Edward and is a member of the Eastern Barge Canal Local CSEA, does not consider her position at all unusual. Having lived around canals most of her life, Smith feels it is only natural she should work here.

"I don't feel I'm different from anybody else. It's just a job," she said.

Smith first began working at the canals in the summer of 1979 as a divisional operator, and at that time took the civil service exam for her present position. When she returned

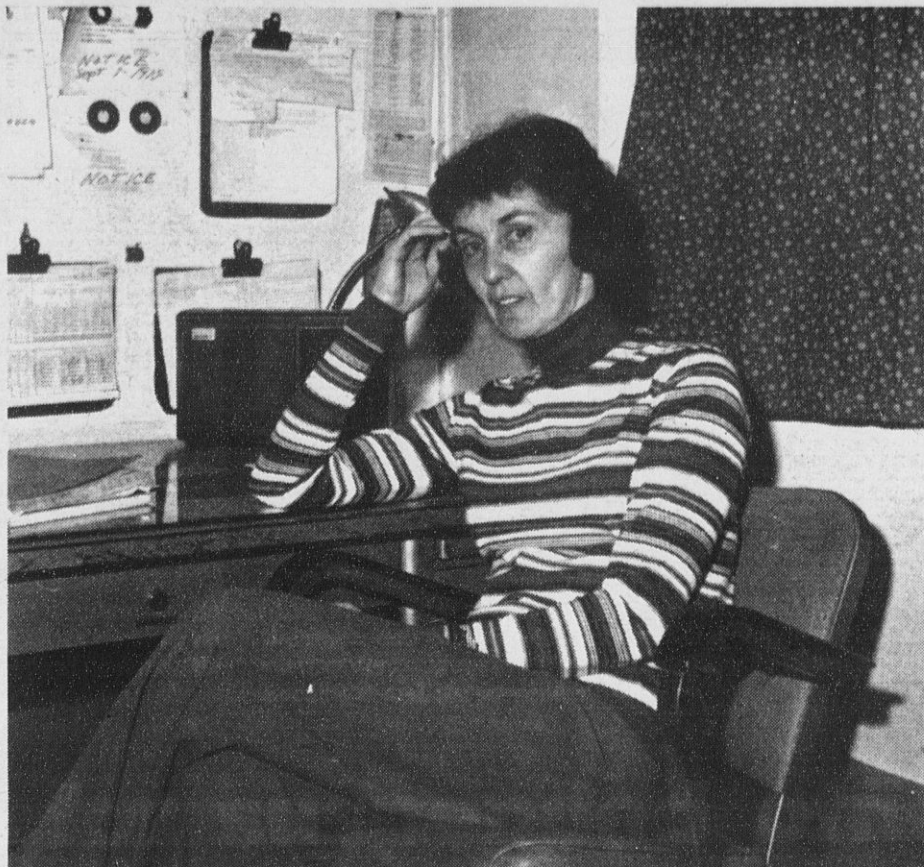
to work in April 1980, following the winter shutdown, she was notified of her appointment to the permanent position.

The work of a canal structure operator is a demanding one. Smith, like the others, does electrical work, maintains the canal, scrapes paint, mows the lawn, keeps track of the weather and the water temperature, keeps a log on the incoming and outgoing boats and maintains the Lock 7 building.

She obtained her knowledge of electricity while doing wiring work with her brother for four years.

Hers is not a job many woman would want, she feels. "How many woman would want to get dirty. It is a dirty part of the job, greasing up the pits out there," Smith commented.

She adds, however, that she does not dwell on the fact that she is the first woman in her position. "I'm accepted and treated as just another



KAREN SMITH pauses to discuss her job with a Public Sector reporter. She is the first and only woman in New York State to hold the position of canal structure operator, but she is not particularly impressed by that distinction.

worker and that's how I want it. There's no male chauvinism here."

Having worked as a school bus driver and a factory worker, Smith says this is the first job she has really enjoyed.

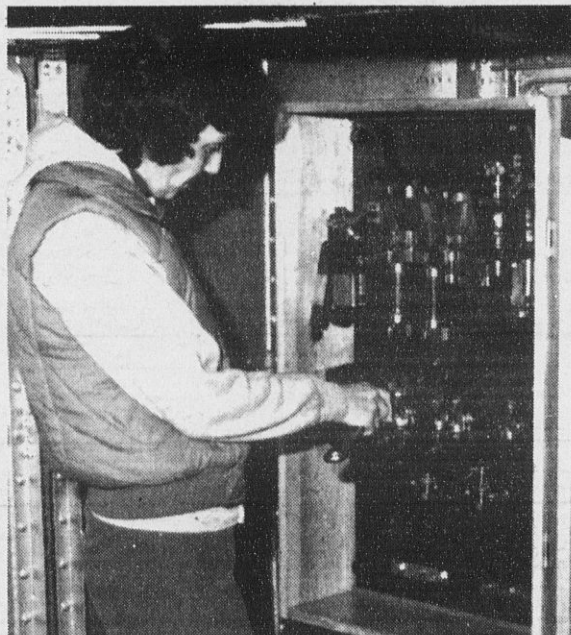
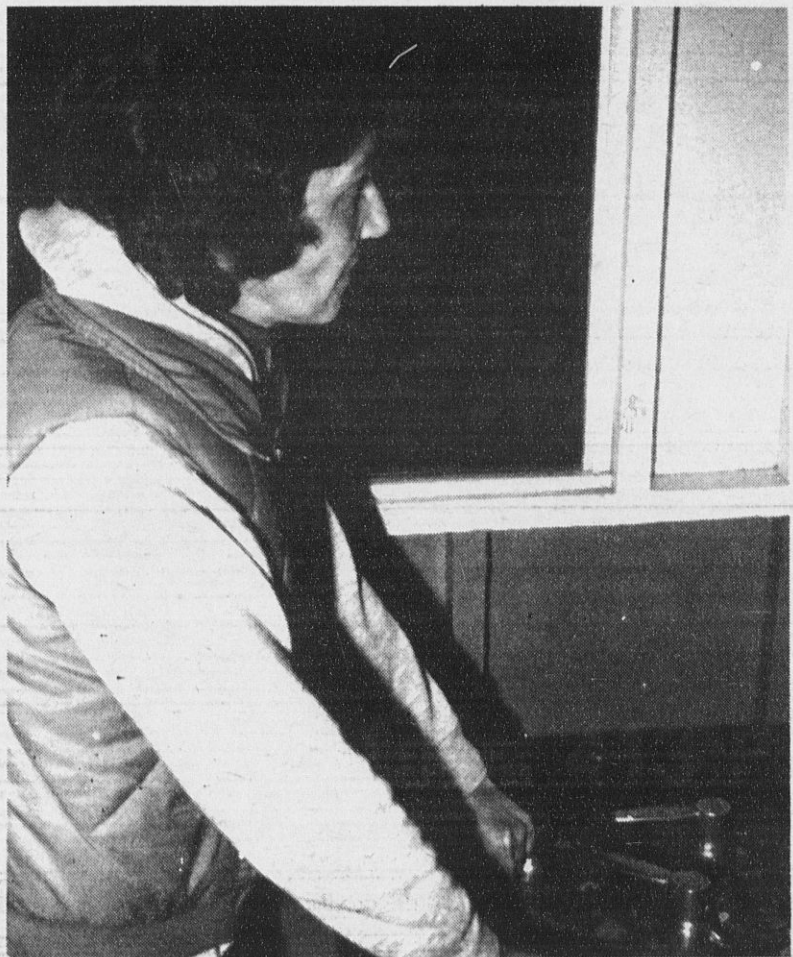
"It's great. You meet a lot of in-

teresting people that are friendly and willing to help you out."

She gets along well with the boat engineers and says initially most are surprised to see her. "But they're happy to see a different face on the lock. They're tired of looking at the men."

She had some trouble adjusting to shift work in the beginning. "It was sort of hard at first, the shift work, but it isn't so bad because you switch so you're not really stuck on nights or afternoons," she explained.

When asked if she expects to remain and advance in this field, Smith confidently replied, "Sure. I plan to be chief someday."



MAINTAINING THE FACILITY, above, is just one aspect of the total job, and that includes electrical work such as changing terminals on the power supply box.

OPENING AND CLOSING the canal locks, left, is just one of the major areas of responsibility of a canal structure operator. Here Karen Smith is at the controls that operate the Lock 7 facility.



Board adopts fiscal year budget

ALBANY — CSEA's Board of Directors has approved the union's operating budget for the 1980-81 fiscal year which began on October 1.

The Board adopted a budget that is based on estimates since the question of the union's affiliation with the American Federation of State, County and Municipal Employees will not be decided until the early part of 1981. The "per capita" involved in the affiliation amounts to more than \$8 million.

As adopted, the budget anticipates revenues of about \$22 million in this fiscal year, but after deductions for projected per capita, dues rebates to the union's locals (totalling more than \$3.3 million) and political action fund contributions, the net operating budget is \$10.4 million.

Major portions of this amount included personal services

(nearly \$6 million), legal expenses (\$1.8 million), and the official publication (\$1.1 million).

Included in the budget as adopted by the Board of Directors is a provision for an increase in the honorariums of Regional Presidents by seven percent each year for three years beginning on July 1, 1981, the date that the terms of Regional Presidents begin.

The CSEA's six Regional Presidents are presently two year terms but will be lengthened to three year terms beginning with the persons elected next year. The Constitution and By-Laws of the union require any changes in the honorariums for officers to be made prior to the beginning of their term of office, thus the need for action now.

The honorarium will increase to \$32,100 on July 1, 1981; then to \$34,347 on July 1, 1982; and to \$36,751 on July 1, 1983.

Evaluation program assurance is given

ALBANY — Joseph Conway, monitoring specialist for the state employee evaluation program in the Capital Region Civil Service Employees Assn., assured employees of the state Department of Motor Vehicles Local at their recent membership meeting, that the worker does have some measure of control over the evaluation program.

"You can monitor management's role in the program and, if you suspect bad faith on their part, you can do something about it through the appeals process," he told the group, adding that the union will support them.

Conway further explained to the members how they could accomplish each of these tasks.

A monitoring specialist, like Conway, is assigned to each region of the CSEA to review and help plan the educational seminars about the employee evaluation.

Conway feels education in this area is essential, blaming a lack of training and communication as the cause of many problems. "For the most part, employees do not understand the evaluation program and naturally they suspect they will not benefit from it," he said. "By the time we're through our officers are going to be as well, if not better trained than management on the evaluation program."

Anyone in Region IV with questions may call Conway at 489-5424.

Women's role in labor discussed

BUFFALO — Speaking on the topic "A Woman's Place is in Her Union," CSEA Statewide Secretary Irene Carr recently addressed the Buffalo City Local 003's Joint Women's Resource/Affirmative Action Committee.

Noting that "in labor history, women were the first to rise up and strike," Mrs. Carr emphasized that there is no better opportunity than the union for developing leadership.

Mrs. Carr said that one of the most important qualities of leadership is the ability to organize.

Labor-management meeting results in upgrading for Otsego Infirmary nurses

COOPERSTOWN — A recent labor-management meeting conducted by representatives of CSEA Local 839 and the County of Otsego has resulted in the County Board of Representatives approving a budget reallocation to permit an upgrading of one grade for LPN's and RN's at The Meadows, the county infirmary.

The official announcement, issued jointly by representatives of CSEA Local 839 and Otsego County, followed a tentative agreement reached at a labor-management meeting held October 21, 1980, at the Otsego County Office Building.

Mabel Wannamaker, President of CSEA Local 839, said the agreement will affect 24 LPN and 4 RN positions at the county facility, beginning with the first pay period after November 10, 1980.

"Both CSEA and county representatives have been aware of the critical need to retain our present staff and to bring the salary structure more in line with other facilities competing for available LPN's and RN's," Mrs. Wannamaker said.

In expressing her satisfaction with the new agreement, Mrs. Wannamaker also noted the complete support of the CSEA membership at the facility (Meadows) for Mr. David Willsey, Infirmary Administrator, for his understanding and cooperation in helping to solve the staffing problem through the process of labor-management meetings.

Tax and Finance members donate dolls to needy children

ALBANY — Some 400 dolls, dressed in handmade frocks, are being donated to the Salvation Army for distribution at Christmas time among needy children, thanks again this year to the State Taxation and Finance Local of the Civil Service Employees Assn.

Each year a committee from the

local collects the used dolls, cleans and repairs them and gives them to the employees for outfitting. The workers supply their own materials and create their own designs.

This is the fifteenth year the local has undertaken the project say publicity chairmen Helen Butrym and

Joyce Van Patten.

Prior to donation to the Salvation Army, the dolls are displayed in the lobby of the Tax and Finance Building, where a panel of judges selected by the CSEA make awards for the most beautiful, the most original and the best handcrafting.

The CSEA committee is co-chaired

this year by Clara Ferracane and Molly Knochewski. Assisting them are Barbara Maples, Marion Kane, Sandy Pigliavento and Steve Weiland.

Judges are James Tully Jr., Taxation and Finance Commissioner; Eleanor Connolly, Tax Manager I, and Santa Orsino, past president of the Tax and Finance CSEA local.

Nassau retro holiday pay due

EAST MEADOW — Nassau County management's schedule for retroactive pay for Martin Luther King Day and Flag Day, 1977-1980, which calls for checks to be distributed Dec. 17, was provided to members of the Nassau County Local 830 Executive Committee at a recent committee meeting.

CSEA achieved final victory in the courts this year confirming the two days as paid holidays under the county-CSEA contract.

The Executive Committee, at a recent meeting, approved the appointment of Alex Bozza to the local's Safety Committee.

The committee also voted to donate \$200 to

Handi-Capable Day in Nassau and Suffolk Counties. Local 830 President Nicholas Abbatiello said the day is to recognize that handicapped people are capable of doing many things.

Abbatiello distributed to the committee a letter he wrote to CSEA Plaque Committee Chairman James Lennon requesting the one-year time requirement be waived for inclusion on the CSEA Memorial Plaque for the late Irving Flaumenbaum.

The request was approved by the Plaque Committee, the CSEA Board of Directors and the CSEA delegate body.



NASSAU COUNTY LOCAL 830 Safety Committee Chairman Ralph Spagnolo, right, congratulates Alex Bozza on his recent appointment to the local's safety committee. Both men also are members of the Long Island Region I Safety Committee.



AMONG THOSE ATTENDING A RECENT Nassau County Local 830 Executive Committee Meeting are, from left, CSEA Field Representative Rigo Predonzan; Gus Neilsen, Town of Hempstead Unit; and Ralph Spagnolo, Department of Public Works Unit.

PEOPLE



CSEA-AFSCME Local 1000 will conduct a fund-raising drive during the next year to support the efforts of the P.E.O.P.L.E. Program. Public Employees Organized to Promote Legislative Equality (PEOPLE) is the Political Action Committee of AFSCME.

Ramona L. Gallagher, CSEA's P.E.O.P.L.E. Coordinator for New York State, says "We made a tremendous start at the delegates' meeting in

Niagara Falls. Our P.E.O.P.L.E. Breakfast was a sell-out and the delegates were enthusiastic about this worthwhile program."

Ms. Gallagher summarized the plans for the drive explaining that the goal is roughly \$1.00 per member. The contributions must be strictly voluntary because dues money cannot be used for this purpose according to Federal Election Law. The monies received will be used to help candidates in

various Congressional and Federal election campaigns.

Region Presidents have been asked to designate P.E.O.P.L.E. Coordinators to assist on this project. To date the following coordinators have been appointed: Region I — Jean Frazier and Lou Mannellino; Region IV — Mazie Fort and Ernestine Lafayette; and Region VI — Sheila Brogan.

"The cooperation and support of the union's officers are extremely important," Ms. Gallagher emphasized. "And, obviously, the membership's generosity and concern will make or break us. I'm confident they'll respond in their usual positive manner since they realize how much is at stake in November's elections."

Contributions (personal check or money order) made payable to P.E.O.P.L.E. can be mailed to the CSEA-AFSCME Legislative Office, 2020 Twin Towers, 99 Washington Avenue, Albany, New York 12210. "At the end of September, 1981, we would like to recognize the Region which has been most successful in reaching the \$1.00 per member goal," concluded Ms. Gallagher.

PERB again says stop inspections

TROY — The management at the Van Rensselaer Manor has been ordered for a second time, by the Public Employment Relations Board, to revoke its directive that employees submit all packages for inspection by a security guard upon leaving work for the day.

The Rensselaer County Civil Service Employees Assn. Local first filed a grievance with PERB in October of last year, and in April 1980 an arbitrator ruled that the practice be stopped. Manor officials, refused to halt the inspections, however, such a matter is "management's prerogative," and the CSEA countered with an improper practice suit.

Following the latest hearing, PERB determined the inspection requirement to be a change in the terms and conditions of employment, which should be a subject of negotiation between the union and Rensselaer County. The county's unwillingness to negotiate the matter constitutes an improper practice, the PERB officer further ruled.

The county instituted the search procedure in an effort to cut down on the pilfering of county property from the manor. Employees were required to obtain written permission, in advance, to leave the premises with a parcel. Both the employee and the security guard would be given a copy of the permission slip, and the guard would have to compare the two copies at the exit gate. If he had any doubt about the validity of the slips, the guard could then open and inspect the bundle.

The rule implied that an employee who refused to cooperate with the procedure would be subject to disciplinary action.

Union officials maintained that through a unilateral ruling, such as this, the county shows a total disregard for employees rights.

In rejecting the county's defense of its actions as management's prerogative, the arbitrator said "because it is meant to protect the property of the county and not that of the nursing home residents, "the inspection or search procedure . . . has but incidental effect on the public interests served by the county."

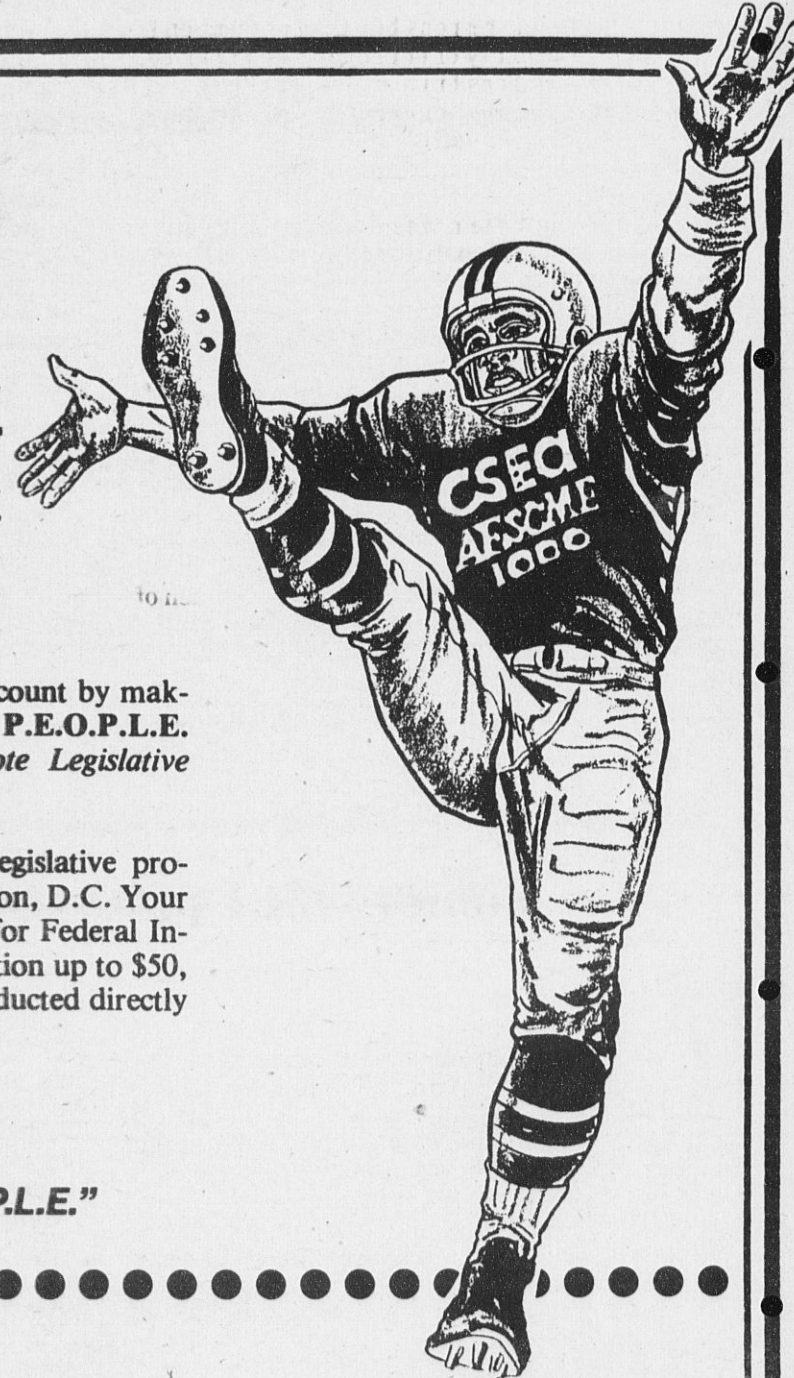
KICK IN to "Remember in November"

For the first time, CSEA, AFSCME Local 1000, will be involved in a big scale in various Congressional and Federal election campaigns. It's no secret that it takes **MONEY** to win these elections.

Union members can make their dollars count by making *voluntary* personal contributions to P.E.O.P.L.E. (*Public Employees Organized to Promote Legislative Equality*) to help our candidates.

P.E.O.P.L.E. is AFSCME's political/legislative program and acts as your "voice" in Washington, D.C. Your contributions may be eligible for a credit for Federal Income Tax purposes. Half of your contribution up to \$50, or up to \$100 on a joint return, may be deducted directly from the amount of tax you owe.

Make Checks Payable to "P.E.O.P.L.E."



- ★ OPENING KICK-OFF \$1.00
- ★ QUICK KICK \$3.00
- ★ PUNT \$5.00
- ★ FIELD GOAL \$10.00
- ★ TOUCHDOWN \$15.00

(Please fill out the following for tax-deduction purposes)

NAME: _____

ADDRESS: _____



Send all donations to: CSEA/AFSCME Legislative Office
2020 Twin Towers
99 Washington Avenue
Albany, New York 12210



NOTE: A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C.

Taylor revisions demanded at PERB, Local 830 hearing

MINEOLA — Nassau County Local 830 was well represented in a hearing on the Taylor Law recently conducted by the Nassau County Mini Public Employment Relations Board.

CSEA representatives speaking at the hearing were Local 830 President Nicholas Abbatiello, Local 830 Third Vice President Holly Patterson, Home Unit President Rita Wallace, County Medical Center Unit President Doris Kasner and CSEA Regional Attorney Richard Gaba.

Abbatiello called for revisions in the existing Taylor Law to:

- "Indicate the responsibility for prevention is a joint responsibility of employer and employee, not the sole responsibility of the employee."
 - Define specific improper employer labor practices, including strike provocation.
 - Remove the presumption of guilt in job actions.
 - Revise the system where the chief executive is "judge, jury, baliff and lord high executioner."
 - If there must be penalties for job actions, let there be penalties which can be assessed against public employers who provoke strikes.
 - Provide for penalties collected from public employees not to go back to the general revenue funds of the State or the political subdivisions.
- "I think that all reasonable people agree that a strike by public employees is to be avoided, if possible. This is and should be a joint responsibility of both employer and employee.
- "The Taylor Law seems to place this burden of responsibility solely on the heads of the public

employee, by the inequities incorporated in the law and the denial of basic rights of citizens to the public employee."

Ms. Wallace called for many of the same changes in the Taylor Law proposed by Abbatiello during her testimony at the hearing. She also said:

"Finally, I must say that it is ironic that workers in Poland, under a repressive and totalitarian regime, now have more rights than New York State Workers have under the infamous Taylor Law."

Ms. Kasner said: "The penalty for breaking the Taylor Law is more harsh than sentences given to muggers or thieves. . . . The Public employee is made a criminal by attempting to better his life and is punished where it hurts the most, in his pocketbook. . . .

"If the people of Poland can strike against a communist country in order to obtain rights . . . why must we be victimized. . . ."

Gaba spoke at the hearing about the need for binding arbitration in grievances, calling for the Taylor Law to be amended to require binding arbitration as the final step in the grievance procedure for public employees.

He pointed out that in many labor contracts grievance arbitration is only advisory, such as in Nassau County, giving the chief executive of the political subdivision the final say in the grievance.

How some management persons view the Taylor Law was dramatized by a school board member from a district in Suffolk County who said:



NASSAU COUNTY LOCAL 830 PRESIDENT Nicholas Abbatiello speaks at a hearing on the Taylor Law conducted by the Nassau County Mini PERB.

— The one-year probation should be reinstated.

— There are too many employee safeguards.

— The economic penalties of the Taylor Law are a needed tool of management.

Among the points made by the chairman of the Nassau County Bar Association Labor Committee, who is an attorney for management, were: The private sector labor experience should not be divorced from the public sector labor experience; the fear of public employee strikes is out of proportion in the minds of the public; and LOBA (last offer binding arbitration) on an issue-by-issue basis can help reach contract settlements.

A life saving mission: CSEA & Hudson Psych.

Union donates CPR equipment to Local 410



LOCAL 410 PRESIDENT Conrad Reilly, left, holds up "Annie" so she can show off her message, "CSEA is Good For Your Heart," which was staff Development Coordinator Mike Hill's way of saying thanks to the union for purchasing the equipment. Madeline Mackey, right, holds "CSEA Baby."

POUGHKEEPSIE — Members of Hudson River Psychiatric Center CSEA Local 410 are helping save lives.

Since 1978, the CSEA has contributed \$4,500 to purchase CPR (Cardio Pulmonary Resuscitation) equipment for staff training at Hudson River Psychiatric Center.

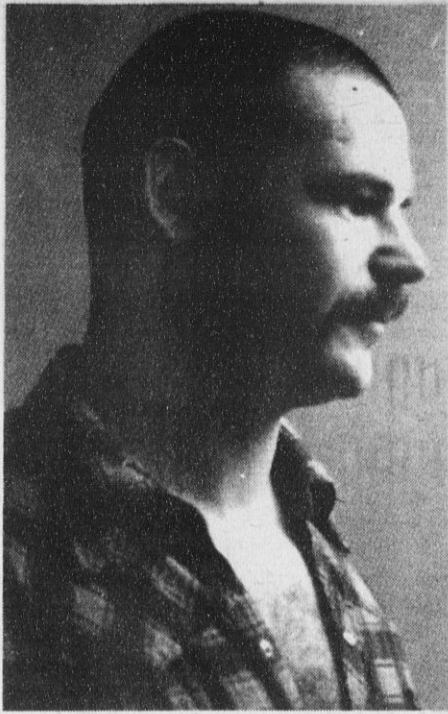
Items obtained, according to Local President Conrad Reilly, include:

- A training film, "The Breath of Life,"
- Two "Resusci Annies," doll-like life-sized figures which measure the amount of air blown and the depth of depression administered by people learning CPR,
- Two "Recordi Annies," more technical equipment which puts out a tape that records amount of air and depth of depression,
- Two "Resusci Babies," which show chest response in mouth-to-mouth resuscitation, and
- Assorted training materials and tapes.

Hudson River's Coordinator of Staff Development Mike Hill notes the purchases, "make the center one of the best equipped in New York State." He estimates that approximately 350 hospital employees have been certified in CPR, with an equal number receiving at least some level of training.

The CPR devices have been utilized, too, by various community groups, including local fire districts and the Northern Dutchess Hospital in Rhinebeck.

The local also recently put up \$500 to purchase a new piece of first aid equipment, "Choking Charlie," which trains people in the "Heimlich Method" of using abdominal thrusts to prevent choking.



THERAPY AIDE HENRY HOWLEY of the Hudson River Psychiatric Center discusses the details and consequences of the attack which left a deep scar on the right side of his face.

By Stanley P. Hornak

POUGHKEEPSIE — A band-aid couldn't stop the bleeding on the right side of Henry Howley's face — it took 18 stitches to do that — but he sometimes thinks he's working at an institution where all anyone ever gets is the band-aid approach no matter how deep the wound or how big the problem.

Howley speaks from experience since he's worked as a therapy aide at Hudson River Psychiatric Center for seven years. He functions as a pre-industrial workshop supervisor which is part of something called GROW: Group Rehabilitation Orientation to Work. In simple English, he's supposed to teach mental health clients how to work: perform simple basic functions so the state can place them in "meaningful lives" by putting them out into the streets, what they call in technical English, "deinstitutionalization."

Band-aid approach to worker abuse covers more than scars

Nowadays, most of those still living at Hudson River are older people who are forced to live in "mixed society." This means they share the same facilities with people who have been committed there under the Criminal Procedures Law. This is really where Henry Howley's story begins. It all started on a Monday morning.

Howley was in his shop preparing the day's work. Today's project would be assembling boxes that would be used by a local manufacturer to ship computer parts. It was going to be a big day since he had a double order. Workers would make 2¢ on each box they put together.

A client in his mid-40s, who must remain anonymous because he was put away under the Criminal Procedures Law, showed up for work early. "John Smith" had quite a weekend. Friday, he went to court and his request for home leave was turned down. He was off medication and complained of "headaches." Howley noticed something wrong, checked with Smith's nurse, and was assured he was "OK." The therapy aide even sat down to talk and try to bring him out. Howley also figured, "we all have those mornings."

Around 9:00 a.m., when other people started showing up for work, Smith continued to sit around and complain. Howley decided to ask him to leave if he wasn't going to work since he was disturbing the others. However, before doing so, he called his supervisor to report what was going on and to ask for a couple of attendants since he was in the shop alone. At the same time, the client's attitude changed, he became very agile, smiled, laughed, and said he was going to work. All looked well. The attendants were not necessary after all.

Smith started helping other clients, but was needed to tie up assembled boxes. He good naturedly asked for a knife that was always kept locked up but which he could use to do the job. It was a normal request, and it was granted.

After a few minutes, his attitude again changed. He stopped working. Howley called Smith's ward and was

"The attack is graphic proof the system doesn't work. CPL people are supposed to be better supervised, but most of the time they have the run of the place and come and go as they like."

told, "keep us posted." Events started moving fast and the therapy aide has a hard time recalling them precisely, but does remember that Smith came up and hit him on the right side of the face. Only when blood started flowing did Howley realize he was cut. He immediately demanded the knife. Instead, Smith went after him a second time, slashing away, but only managing to make superficial cuts. Howley ran to the telephone to call for help. Smith followed him, poisoning the razor just six inches from his throat. Other clients intervened, pulled Smith back and in the confusion, he made his getaway. He was also smart enough to throw the knife away, which was similar to a heavy duty single edge razor. (It was later recovered.)

An ambulance came and took Howley to the emergency room where he required 18 stitches for a cut that went from above his right eye to his right ear. Meanwhile, Smith hid in

nearby woods. He was later picked up by the police as he calmly stood along Route 9, which runs past the psychiatric center. Smith was apparently waiting to catch the morning bus to Albany.

Howley pressed charges and Smith went to jail. He is still there, awaiting a psychiatric report which will decide his fate.

Looking back at the incident now in a mixture of both sorrow and anger, Howley makes these observations:

—Staff should be better informed of clients' backgrounds. "If I knew then, what I know now, about Smith's record of violence, I would have certainly acted faster to get him out of the shop."

—The "mixed society" approach doesn't work, and there should be restricted areas for clients committed under the Criminal Procedures Law. "The attack is graphic proof the system doesn't work. CPL people are supposed to be better supervised, but most of the time they have the run of the place and come and go as they like."

—Clients with previous records of committing acts of physical violence should be assigned to staff adequately trained to deal with them.

—Staffing levels should be more realistic to meet both the needs of clients and employees.

—Psychiatrists should have more time to spend one-on-one with clients.

Local 410 President Conrad Reilly wholeheartedly agrees with these comments and adds, "The band-aid approach doesn't work, it hurts both clients and workers. . . ." Field Representative John Deyo concludes, "It's a real tragedy that people have to work under such conditions. The state should stop trying to save dollars and start trying to salvage lives."



PLANNING THE LONG ISLAND REGION I holiday party on December 12 is the region's Social Committee including, from left standing, Ida McDaniel, SUNY Old Westbury Local 618; Fara Nizich, Pilgrim Psychiatric Center Local 418; Co-Chairman Jean Frazier, Local 418, and Celest Vogt, Kings Park Psychiatric Center Local 411. Sitting are Arthur Loving, Long Island State Parks Local 102; Chairman Louis Mannellino, DOT Local 508; Barbara Rotunno, Suffolk County Local 852, and John Aloisio, Nassau County Local 830.

State offers to supplement low income families' energy bill

New York State has begun taking applications for its program to help low income households pay energy costs, Social Services Commissioner Barbara B. Blum has announced.

New York's allocation of \$223 million for the program will be distributed to eligible households as lines of credit with energy suppliers or as direct cash payments.

Benefits will range from \$100 to \$290, depending on income, type of fuel, method of payment and geographic location.

According to the income eligibility guidelines, a household of one can have a yearly gross income up to \$4,738; a household of two, \$6,263; a household of three, \$7,788; a household of four, \$9,313; a household of five \$10,838, and a household of six, \$12,363. For larger households, add \$1,525 for each additional person.

Key points of the program include the following:

- Households which pay for their own heating bills can apply for up to \$290 in lines of credit for energy suppliers;
- Up to \$200 may be available for eligible applicants whose heating costs are included in rent. This would be in the form of a line of credit if a household has a business relationship with a utility company, or as a cash payment in cases where rent includes fuel and utilities.

Persons who think they may be eligible may obtain applications at local departments of social services, offices for the aging, community action programs or unemployment insurance offices. They also can call for applications or information at the state Department of Social Services' toll-free telephone number — (800) 342-3821 — or write to HEAP, P.O. Box 1958, Albany, NY 12201.