

## Thruway employees voting on new agreement

ALBANY — Ballots are now being mailed for ratification of the tentative agreement between CSEA Local 058, Thruway Unit 11, and the New York State Thruway Authority.

Highlighting the agreement is an eight percent general salary increase, plus adjustments to the structural salary schedule.

The tentative contract also includes an agency

shop provision and fully paid Statewide Family health insurance coverage, plus an increase in the working clothing allowance.

Ratification ballots must be returned by July 29.

Members of the CSEA negotiating team were: Chairman John Francisco, John Helmke, Gus Leschen, Michael Gim, John Foland, William Allen, Al Dominiac and Howard Meineker.

## Tax cut plan causes havoc in Bay State

BOSTON — If you want to know what happens after voters push through a tax-cut referendum, ask a public employee in Massachusetts.

Better yet, ask a former public employee in Massachusetts, where drastic budget cuts are axing the civil service ranks.

Last fall, Massachusetts voters passed a referendum modeled after California's Proposition 13. "Proposition 2½" requires communities to cut property taxes to 2½ percent of market value. This year the law is expected to cut \$500 million from statewide property taxes — more than 10 percent of the major source of municipal revenues.

The law has thrown the state's legislature into a budget dispute. One proposal would lay off up to 3,900 employees from the current state workforce of 72,000 and would cut spending by \$46 million. A House bill would eliminate "only" 1,900 state jobs.

Employees of the state's cities and towns are also seeing their jobs disappear in the wake of the sweeping tax cuts. Especially hard hit are older cities such as Boston, where the Mayor is recommending cuts of nearly 40 percent in police and fire personnel. About 1,000 of the city's 4,500 teachers will not be back next year, and there will be 27 fewer schools in the city's struggling 60,000-student school system.

## Public SECTOR

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## Union hails passage of pension supplementation

ALBANY — CSEA has scored a legislative victory with passage of the pension supplementation bill.

Under the bill, public employees who retired since April 1970 will get a pension supplementation for the first time ever. Increases range from three percent for those who retired in 1979 to eight percent for those who retired in 1970, and apply to the first \$8,000 of the annual retirement allowance. The supplementation is payable to all disability pensioners and to other retirees who have reached age 62.

In addition, supplementation currently provided for in the law would be increased by three percent for public employees who retired before April 1, 1970. Supplementation will range from 21 percent for 1969 retirees to 29 percent for those who retired in 1951 or before.

"This bill was long past due," stated CSEA statewide President William L. McGowan. "The consumer price index has increased by about 130 percent since 1970, but New York is just now getting around to approving any kind of increase at all for public employees who retired during this inflationary decade."

"This is a great victory for CSEA, coming after a long, hard-fought struggle," McGowan added. "We lost a battle last year with the Governor's veto, but have now persevered to win the war."

McGowan cited the important role played by retired members, who responded to requests for letters and other lobbying assistance.

"We have proved that by working together, we are able to get the job done to achieve a better life for all those we represent," he said.

## Suffolk rejects contract, union readies for a war

HAPPAUGE — The Suffolk County Legislature last week rejected a one year contract for some 7,500 county employees over a political patronage issue in an unprecedented action that has infuriated union leaders.

"This act sets a new standard in management 'bad faith' and has caused another delay in providing Suffolk County employees the pay raises they were entitled to in January," an angry CSEA President William L. McGowan told reporters. "If the Legislature wants a war with this union then they are going to get it."

The CSEA President met in an emergency meeting with County Executive Peter Cohalen, CSEA Long Island Region President Dan Donohue and newly-elected Local President Charles Novo on Thursday in an attempt to resolve the crisis. Following the session, which failed to break the deadlock, Mr. McGowan told reporters the union would not stand for this rejection of a negotiated agreement, particularly over a purely political issue.

The tentative agreement would replace a contract that expired in January. It was recently ratified by union members, but when it was presented to the Legislature for an expected routine approval, the Legislature objected to a provision granting authority to initiate reclassifications and reallocations to the county's personnel office instead of the Legislature. This power has been used, in the past, to abuse civil service practices and hand out political favors.

"CSEA is committed to getting its members their pay raises as soon as possible," Mr. McGowan concluded. "If the Legislature wants to play games, then we will mobilize our forces and show them just how high the stakes may be in this game."

## DOT, union honor two killed on job

ALBANY — Two State Department of Transportation employees who were killed while on the job during 1980 were memorialized at a special commemoration ceremony here recently.

Memorialized were the late Wesley R. Boyden of Long Island, who drowned after falling from a bridge he was working on; and Richard Barrett of Hornell, who died after being struck by a travel van while he was performing highway maintenance work last year.

Both Mr. Boyden and Mr. Barrett were members of The Civil Service Employees Association. Joan Tobin, chairman of CSEA's Special Transportation Committee and a member of CSEA's Statewide Board of Directors, placed a wreath in memory of both deceased members during the commemorative service held in the area of the reflecting pool near Building 5 of the State Office Building Campus here. The ceremony was held in conjunction with DOT's participation in National Transportation Week.

Transportation Commissioner William Hennessy urged the public as well as DOT employees to increase their awareness of the dangers facing highway maintenance workers. In memorializing Mr. Boyden and Mr. Barrett, Commissioner Hennessy said it is the duty of everyone "to help prevent further tragedies of this kind."

## Union election conduct certified, results still unofficial

ALBANY — Unofficial results of the CSEA elections for Regional Officers, members of the State Executive Committee of the Board of Directors and County Educational Representatives have been certified by an independent accounting firm.

Shaye, Lutz, Schwartz and King, Certified Public Accountants, participated in the election process and were on-site while the automated counting process was conducted by Finserv Computer Corporation.

On June 30, the accountants certified that the election count was conducted in accordance with the procedures established for the election by the CSEA Election Procedures Committee and Finserv.

On August 11 and 12, members of the Election Procedures Committee will meet to review the election results and rule on two protests filed by candidates defeated in two unrelated offices. Only then will the results of the June 26 ballot count be designated as final and official.

The Civil Service Employees Assn. is an extremely diverse organization. Its membership of upwards of a quarter of a million workers perform thousands of different jobs at hundreds of work locations throughout New York State. The needs of those members can vary as much as the members themselves, and it takes a sophisticated staff organization to meet those needs. CSEA employs

a professional staff of more than 200 people to provide services to the membership. Slightly more than one-half of that total are assigned to statewide headquarters at 33 Elk Street, Albany, with the remainder assigned to the six regional headquarters maintained by CSEA throughout the state. "Staff Profiles" is an informational series designed to acquaint members with staff departments and personnel.

## Facts to back demands

Working with a potpourri of problems, policies, pacts and facts is CSEA's Research Department.

This department provides research services to Headquarters and the Regional offices on matters concerning contract negotiations,



**SENIOR STENOGRAPHER Marie Dawkins** organizes the work of the day for CSEA's Research Department.

### Overtime issue now in research

**FISHKILL** — The CSEA Research Department is looking into the impact of overtime on state Office of Mental Hygiene employees. Research Analysts Walt Leubner and Frank Abbey recently paid site visits to Wassaic Developmental Center and Hudson River Psychiatric Center to discuss conditions with union officials and management representatives.

Abbey describes the visits as, "low key fact-finding missions into how facilities cope." Wassaic Deputy Director Ivan Canuteson noted that, "CSEA has helped raise our consciousness," and added that the filling of 323 new positions there has helped alleviate matters. At the same time, Director of Human Resources Management Tom Zielinski said a recent study revealed that understaffing is a prime reason for turnover at the facility which employs 3,000 people.

Local 426 President Harold Ryan expressed concern about the impact of working double shifts while Vice President Paul Gangloff commented, "40 hours is enough in this environment."

At Hudson River Psychiatric Center, the researchers met with Leonard H. O'Connor, director of manpower management, who discussed staffing patterns. Researcher Walt Leubner saw the meeting as, "an opportunity to get a picture of what is involved and to look at the whole process as it affects our institutional bargaining unit."

legislative hearings, factfinding, classification and compensation changes, and problems related to Civil Service Law. It is also responsible for investigating and projecting the effects of proposed legislation on CSEA members.

"We develop factual data to support our negotiating demands," is how Research Director William Blom sums up the department. "From one day to the next, you don't know what problems will be brought to you. That's what makes the job interesting."

"Probably the most challenging and fascinating aspect of this job is gathering information to be used in impasse procedures in state negotiations which would result in an arbitrator or a mediator rendering a decision in favor of CSEA. That can give you one heck of a feeling of accomplishment."

Blom and staffers have experienced this sense of accomplishment many times over, but what Blom remembers as one of the most gratifying research efforts occurred many years ago.

"We were successful in getting an upward allocation of the old state job title of Mental Hygiene Attendant to Psychiatric Attendant, which resulted in a higher salary grade for about 30,000 state employees CSEA represents," said Blom. "This effort included processing a lot of information from many sources — interviews with employees, salaries paid elsewhere for similar positions, recruitment problems and state job turnover rates."

Other impressive victories for CSEA's Research Department came during major layoffs of state employees in 1971 and again in 1975-76.

"We worked closely with the Governor's Office of Employee Relations to amend the layoff procedures to afford more equitable treatment of our employees — such as making sure seniority rights were protected," explained Blom. "Our department's research and negotiations contributed to the saving of many jobs during the massive economic cutbacks."

Blom's department has grown from a total of three people when he started at CSEA nearly 20 years ago to a team of nine now — himself and four research analysts, one assistant director, a budget examiner and two stenographers.

In addition to bargaining, factfinding and handling classification and compensation changes, the services they provide for state employees and for employees of political subdivisions and authorities include interpreting contract articles and interpreting civil service law, attendance rules and budget director's rules.

They also provide studies and information on various aspects of civil service, including examinations, eligible lists, appointments, job distributions, vacancies and jurisdictional classification.

And, because research is never-ending when it comes to a union as large and as increasingly powerful as CSEA, Blom's department also tackles numerous "special assignments." These, Blom notes, "can be almost anything — studies, field investigations and preparation of reports on such things as CETA, the Fair Labor Standards Act and title-and-salary grades."

Blom describes his department as cyclical in nature, in that the ebb and flow of its work



**DIRECTOR OF RESEARCH William L. Blom** heads up a team of nine research employees whose fact-gathering has made a substantial impact on CSEA's success at the bargaining table.

depends on the needs of various elements of CSEA at any given time.

"There's a lot of pressure to produce data and meet deadlines imposed by negotiating schedules," he said.

Right now, for instance, the Research people are heavily involved in gathering materials for state negotiations commencing this fall. "Almost everybody in the department will be working on that full-time," said Blom.



**RESEARCH ASSISTANT Donald Kelly** and **Acting Assistant Director of Research Cindy Chovanec** delve into such topics as bargaining, job classification and civil service law.

# Three benefits extended another year under Disability Income Plan

Bache, Ter Bush & Powell and The Travelers Insurance Company have announced the continuance of the additional benefits provided to all policyholders of the CSEA Disability Income Insurance Plan. These benefits, which are added to the NY(1) Disability Income policy under Rider NYR (Form A-5279Z Rev. 7-78), are being extended for the period of July 1, 1981 through June 30, 1982.

The additional benefits which supplement the basic disability coverage are provided at no extra cost to policyholders. These three important benefits and how they apply to policyholders are as follows:

1. **Premium Waiver:** Premiums becoming due after a policyholder has received six consecutive monthly indemnity payments for total disability are waived during the remaining period of continuous total disability which disability benefits are payable under the policy.

2. **Increase in Monthly Benefit:** The monthly benefit amount of each policy increases by 12½% for those under age 60 whose insurance has been in force at least one year. For example, if your policy provides a basic monthly benefit of \$400, the amount is increased to \$450 through this benefit. The \$50 increase is provided at no cost to you.

3. **Increase in Principal Sum:** The principal sum coverage for accidental death, dismemberment, and loss of sight increases from \$1,000 to a maximum of \$2,500 for those under age 60 whose insurance has been in force for one year or longer.

Your Bache, Ter Bush & Powell representative will be glad to answer any questions concerning the Disability Income program or the additional bonus benefits.

## Secretarial seminars slated to begin July 27

A series of training seminars for Local secretaries will be conducted by CSEA Statewide Secretary Irene Carr. The series begins later this month, has been scheduled for three regions, and will be expanded to include all six regions.

Ms. Carr announced the first seminar will be conducted at 7 p.m. on July 27 at the Holiday Inn, Fishkill, for Region III Local secretaries, and that an additional session in Region III has been set for 7 p.m. August 24 at Coachman's, White Plains.

A seminar is scheduled for Region V secretaries on August 8 at a site to be announced. And a seminar will be held for Region IV secretaries on September 12, also at a site to be determined.

Additional information on those seminars already scheduled may be obtained by contacting the appropriate regional headquarters. Additional training sessions will be announced as they are scheduled throughout the regions, Ms. Carr said.

### Southern Cayuga School

## CSEA gains 60 members

KINGS FERRY — The Public Employment Relations Board (PERB) has notified CSEA that effective June 18, 1981, it was certified as the official bargaining representative for 60 non-instructional employees of the Southern Cayuga Central School District.

According to Jack Miller, CSEA Field Representative, and Chris Jamison, Regional Organizer, the new Southern Cayuga Schools Unit has conducted an election of temporary officers to serve until a permanent election can be held. The new officers are: Cheryl Heary, Acting President; Dorothy Burgman, Acting Vice-President; Kathleen Colton, Acting Secretary/Treasurer.

Bruce Nolon, President of Cayuga County Local 806 of CSEA, attended the election and officially welcomed the new officers and Unit members into the Union.

## Parliamentary graduates

ALBANY — Three members of the Capital Region Civil Service Employees Assn. have completed a 12-week course in practical parliamentary procedure and have been named to the National Assn. of Parliamentarians.

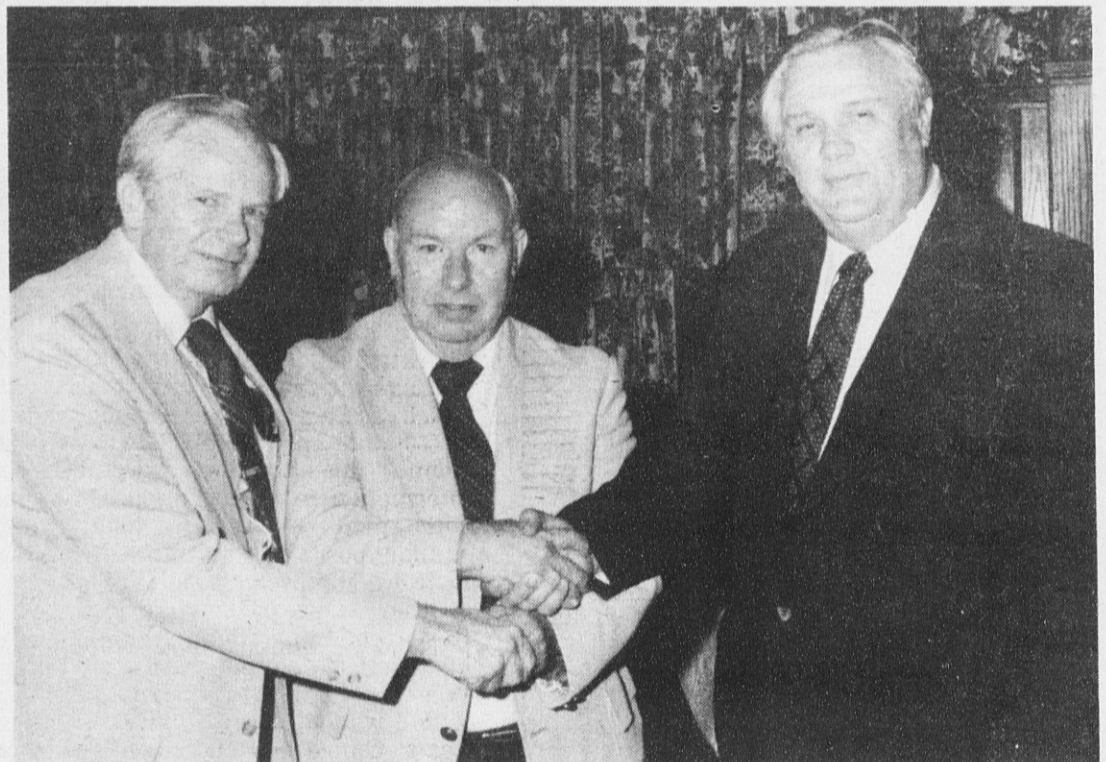
The three — Shirley Brown of the state Department of Labor CSEA Local, Joan Perrey of the state Office of General Services Local and June Scott of the Department of State Local — attended the course taught by members of the NAP at Schenectady Community College, and passed an exam at the end qualifying them for membership in NAP.

The Capital Region CSEA education committee provided the funds for the three women to take the course.

"Robert's Rules of Order make sense to me now," said Brown about the experience. She feels the course has prepared her to better participate in region and statewide meetings, and plans to use the procedure to conduct local meetings.



CSEA CAPITAL REGION Non-teaching Committee Chairperson Mazie Fort, president of the Schuylerville Non-Instructional CSEA Unit, reviews agenda of a recent Region IV workshop for non-instructional employees with Capital Region President Joseph E. McDermott, center, and CSEA Coordinator of School District Affairs Larry Scanlon, right.



SOUTHERN REGION III President Raymond J. O'Connor, left, and Harlem Valley Psychiatric Center Local 409 President Robert Thompson, right, congratulate recent retiree Charles Roach who served as a Local 409 shop steward for more than 20 years.

## Dangerous patient case upheld

FLORIDA — A Florida Appellate Court recently upheld a case against the State of Florida for the negligent release of a dangerous mental patient. The court action was brought by the parents of a child who had been seriously injured by the former patient only days after his release.

CSEA Counsel James Featherstonhaugh commented: "If the courts in New York adopt the same reasoning as the Florida Appellate Court, it would be possible to sustain an action against both the State and the individual doctors involved. This would be an additional reason for our institutions in New York to use extra care in monitoring their discharge policy."

"During tours of mental hygiene facilities, many Local Presidents have pointed out examples of forced dumping which led, in some cases, to tragedies similar to the one reported in Florida. This case is certainly one which should be brought to management's attention."

In the Florida case (Bellavance v. State), a doctor on the staff of a state mental institution released a patient before "he was sufficiently treated and cured." Evidence indicated that the patient had a "long and troubled history of fights and other violent acts while in prison," and the staff marked him as being "subject to homicidal precautions" as late as two weeks prior to his release.

Two weeks following his release, he assaulted a child who was walking down the street. Injuries put the child in a coma for seven months, and the child's parents sued the hospital and the staff doctor.

In essence, the parents' claim on appeal was that in striking the balance between therapy and security, between helping the mentally ill individual and protecting the community, the premature release of a dangerous patient from an institution was an act of malpractice by the doctor and a case of operational negligence by the institution.

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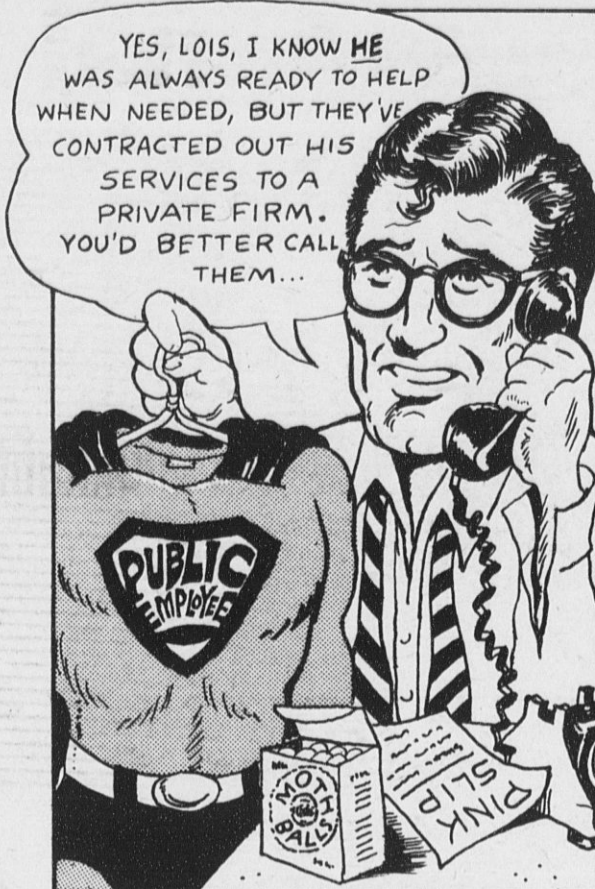
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THE BROOME COUNTY Educational Chapter of CSEA Local 866 officers Bill Barkman, executive vice president; Louis Turdo, standing in for Bud Hency, secretary; and Reta Krisko, treasurer; are installed at a recent meeting by President of the Broome County Educational Local 866, Carlo Guardi.



CARLO GUARDI, left president of Broome County Educational Local 866, swears in officers of Vestal Schools Unit of CSEA Broome County Educational Local 866. The newly installed officers are; Ralph Piddock, president; Louis Turdo, vice-president; Reta Krisko, recording secretary; Patricia Schultz, treasurer; and Laura Cline, corresponding secretary.

## Cayuga results

AUBURN — Members of the Cayuga County Unit of CSEA Local 806 have elected the following new officers to a two-year term: Mike Piscioti, President; Paul Ianiri, Vice-President; Ginger Green, Secretary; Kris Gonyea, Treasurer. Also elected were Department Representatives Bev Todd, Carolyn Steigerwald, Jean Longo, Gloria Androsko, Peter Pinckney, Chuck Youmell, and Jack Murinka.

The County Unit represents more than 400 members of Cayuga County Local 806.

## Huntington pact

HUNTINGTON — The Huntington School District CSEA unit of the Suffolk Educational local 870 has ratified a two-year contract which provides each 12-month employee with \$900 raises and all ten-month employees with \$750 raises annually.

Also included in the agreement was the establishment of a catastrophic sick bank and a written grievance procedure. In addition, longevity payments were doubled for the 65-member unit.

The contract was negotiated by field representative James Walters and president Madeline Glenn.

## New Local 002 officers

BINGHAMTON — Recently elected officers of Binghamton Local 002 are as follows:

Charles Eynon, president; Carol Stiner, secretary; Sabina Lindsley, treasurer; Edward Lewis, 1st vice president; Eleanor Korchak, 2nd vice president; Margaret Campoli, 3rd vice president; Robert Taylor, D.O.T. delegate; Olga White, downstate delegate and Peg Donovan, SUNY delegate.

## Forecast for Proposition 13 darkens as surplus dies

LOS ANGELES — California did not immediately feel a harsh impact when the state's infamous "Proposition 13" drastically cut property taxes three years ago. The predicted blow was cushioned by a \$6 billion surplus in the State Treasury, which was distributed to cities, counties and school districts.

Now, with the surplus exhausted, California communities are threatened with major reductions in public services.

Los Angeles County faces a \$200 million budget deficit and what some County Supervisors have called the "most dire fiscal crisis since the Depression."

Officials have ordered substantial cuts in medical and health services and 10 to 16 percent reduction in virtually every other service with the exception of police and fire protection.

Several public employee unions in the area have threatened to strike if the cuts are made.

Also financially distressed is the City of Los Angeles, where plans are being made to eliminate 1,200 public jobs and to cut back a number of services.

To date, some California communities have been fortunate, because rapidly rising real estate values — and assessments — are offsetting nearly half the property tax rate cuts mandated by Proposition 13. However, most observers agree that the local governments' fiscal pinch is only beginning.

# Plight of seasonal workers

## Activist Linda Butler blames state system

By Deborah Cassidy

ALBANY — "They are lost in a system that doesn't care about people. They are viewed not as people, but as mere numbers, as they struggle along at the mercy of the system."

That is how Linda Butler, a seasonal secretary at the Gore Mountain Ski Center in upstate New York and a union activist fighting for the rights of seasonal workers, describes the plight of this group of state employees. After six years in her secretarial position and one and a half years as the CSEA shop steward at Gore, Butler is painfully aware of the conditions which seasonals like herself face.

"The crux of the matter is seasonals have no job security and no guarantees," she said in a Public Sector interview.

Much frustration, Butler says, stems from the fact that worksite management cannot really be blamed for most of the problems plaguing the workers. The blame lies with the state, the system in general; with its policies, or lack of them, regarding seasonal employment.

Seasonal workers, numbering as many as 7,000 at the height of a season, fill administrative, institutional and operational jobs titles in state run campsites, parks, ski centers, fish hatcheries and canal systems.

To put it simply, seasonal workers are granted few job rights and benefits, and those they have, are not spelled out for them by the state, say CSEA Collective Bargaining Specialist Robert Guild and Capital Region CSEA Field Services Director John Corcoran.

Guild and Corcoran have become key figures in CSEA's fight to improve the status of seasonal workers.

The state has never provided the union with a written document of seasonal rights, says Guild. Its policies regarding this class of workers tend to be vague and can vary from one situation to another.

The union itself, Guild added, had to compile a list of rights and benefits applying to the workers.

In March of this year, after making a thorough assessment of the conditions under which seasonals work, Guild and Corcoran called a meeting with the state Office of Employee Relations, where they hoped to resolve a number of major issues. The meeting, at which the two and Butler spoke in detail on the problems of seasonal employees, proved fruitless.

"Meeting with OER changed nothing. We have come to the conclusion that the only way to begin making changes is through the negotiation of a separate contract for seasonal workers," Guild said.

"So now we wait. We don't expect a contract to solve all the problems, but we hope to make substantial improvements. We hope to create a base from which to build in future negotiations," he said.



Linda Butler

Corcoran, who will have some input into the negotiations said, "The time has come to put an end to the state's practice of saving money by denying seasonal workers the rights and benefits they deserve."

Meanwhile Butler has described to the Public Sector what it is like to be a seasonal worker. The conditions she describes are those the union will attempt to change through negotiations.

Only a small segment of the staff at the aforementioned state worksites is made up of permanent employees, Butler said. The majority of workers are seasonal and without them operations could not be carried out.

At Gore for example, Butler pointed out, the permanent staff numbers approximately 16, while the seasonal workforce consists of some 200 employees. "The center could not operate without its seasonal staff, yet the state doesn't recognize their worth," she said.

Seasonal workers are divided into two categories, Butler explained. Time card seasonals are individuals with specific job skills who at some time in their state employment have proven necessary to an operation. As a result they work nine consecutive months, earning a time card which grants them the retirement and hospitalization benefits of permanent employees, under the state/CSEA contract. They receive holiday, vacation, sick and personal leave.

At some worksites, valued seasonal employees work year round, with no layoff when duties necessary for the continued operation of the worksite are available. This does not make them permanent employees, however, and those who work year round for a number of years are lulled into a false sense of security about their jobs. They find it "difficult and degrading to readjust when they suddenly face a layoff," Butler said.

If time card seasonals enjoy few benefits, non-time card employees, who work only three to eight months each year, get nothing. They

have no defined work week, or work day for that matter.

Out of all the holidays that fall into their work season they are granted double time for working only two, and can be fired for refusing to work a holiday.

Heading the list of gripes about seasonal employment is the lack of job security: no one is guaranteed a job from one season to the next. "At the end of the season you submit your name for reemployment and hope for the best," said Butler. Along with this is the lack of seniority status. An employee can work for ten years at the same worksite and have no more rights or security than someone in his or her first year of employment.

"What incentive does one have to do a good job under these circumstances?" Butler questions. She expressed regret that her attitude, like that of most other seasonal workers is negative, but said, "The system forces you to feel this way. There are no guarantees. No one will recognize the good job you do. We want to feel like we're of value to the state, but we just don't."

Nor are there any job title guarantees. It is common, according to Butler, for seasonal workers to work their way up to the higher grades and then one year return to a lower grade, simply because of paper work confusion. At Gore, for example most seasonals start as a park attendant and with experience move up to maintenance helper and then ski lift operator. If his name isn't in the right spot on the rehire list a ski lift operator could find himself back in the park attendant slot.

"It's the system which forces management to do this to the employee," Butler once again said.

Despite numerous complaints from CSEA, the state continues to make seasonal workers wait up to five weeks for the first paycheck at the start of each season. The state claims the delay is caused by the paperwork required to enter names on the payroll. Butler and the union maintain, however, that few, if any employees, can afford to go five weeks with no income. "Surely the state could plan ahead and find some way to speed up the process," Butler commented.

Finally, though they are state employees, seasonals do not participate in the employee evaluation program and thus receive no incentive pay increases. In addition the union has not been able to determine if seasonals are in any way evaluated or if personnel files are kept on them.

The apathy of the system is, unfortunately for all, backfiring. Butler speaks for all seasonals when she says, "Seasonal uncertainty and insecurity eventually result in apathy among seasonal employees and the results are obvious in a continued downward trend of employee morale, discontent and friction between various groups at worksites. Disinterest in carrying out necessary duties prevails and it kills any incentive a good employee may have to perform that extra most employers appreciate. Many seasonal employees could make those worthy extra contributions and the state of New York would benefit. Immediate attention to the plight of seasonal employees is necessary."

## Payne fights Men's Shelter expansion

NEW YORK CITY — In letters to New York City Mayor Edward Koch and Governor Hugh Carey, Manhattan Psychiatric Center (MPC) Local 413 President Floyd Payne has come out strongly against the proposed expansion of the Men's Shelter on Ward's Island, adjacent to the grounds of MPC.

Mayor Koch has proposed that the Men's Shelter, run by New York City, be expanded to serve the increasing number of homeless men who wander the streets of New York City.

"The State's policy over the last several years of dumping psychiatric patients into the community has caused the increase of homeless people in the City," Payne said. "Almost all the people you find in the Men's Shelter have been patients in psychiatric centers."

Payne said that since the State will not provide care for the homeless, New York City must provide their care.

"But Ward's Island is not the place to provide that care," he said.

In his letters Payne cited the constant harassment to MPC patients and employees from residents of the Men's Shelter.

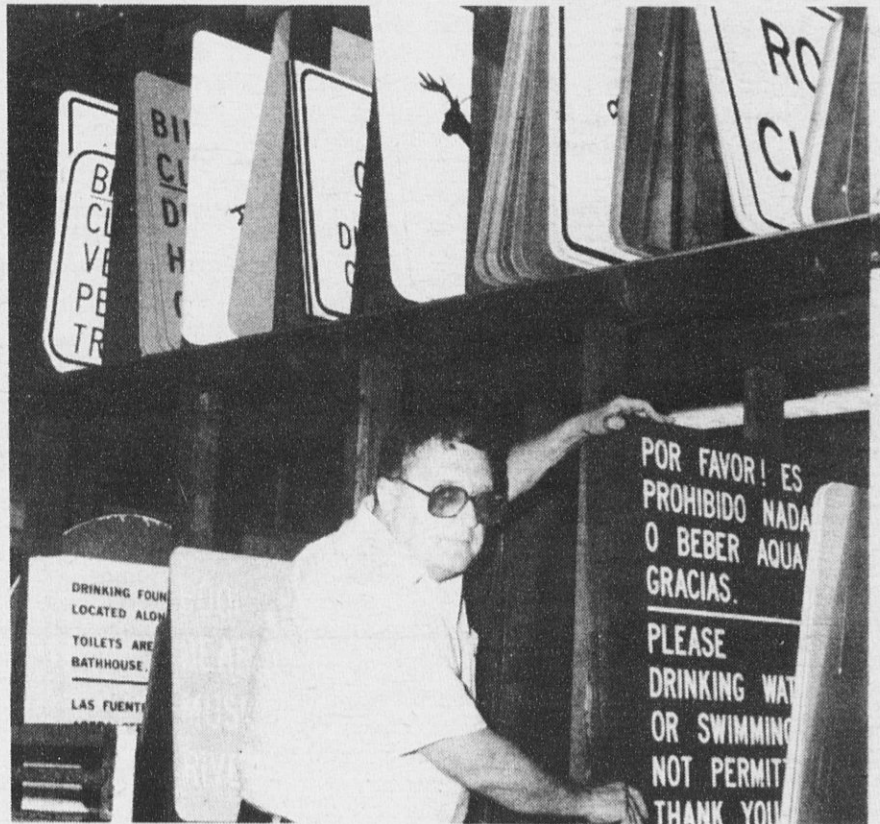
"The residents in the Men's Shelter are much different now; you don't find just the passive alcoholic like you used to," Payne said. "Now you find young, aggressive men who think nothing of robbing to support a drug habit."

Payne noted that MPC patients and Men's Shelter residents mingle on Ward's Island and there is a great potential for the passing of drugs and weapons to MPC patients.

## NEW YORK STATE PARKS



MAINTAINING THE GROUNDS at Washington's Headquarters in Newburgh is Frank Rigas, an 18-year CSEA member.



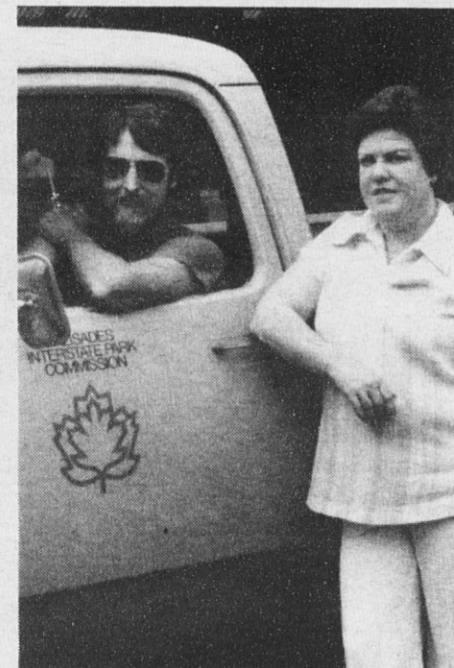
KEEPING THE MANY MILES of roads with proper signs is the job of the Sign Shop on Ionia Island. Richard Dean shows a few of the many signs produced at the shop.



AT THE TRAILSIDE MUSEUM AND ZOO in Bear Mountain, left, Nelson Bates feeds a fawn with a little help from Local 105 Delegate James McGuinness.



DRIVING A BUCKET LOADER at Lake Welch Beach in Stony Point is Walter J. Dunn.



LOCAL 105 President W. J. Willis stops to chat with Local 105 Secretary Kathleen Gorry.

# Recreation for millions

Millions of persons every year use a multitude of facilities provided by New York State parks. The CSEA members who work at and maintain those facilities have an important role in providing recreational facilities for those millions of persons. The members of Palisades Interstate Parks Commission CSEA Local 105 in Orange, Rockland, Sullivan and Ulster counties are representative of State parks employees throughout New York State.

## Palisades Interstate typical of the wide range of services employees provide for public

**BEAR MOUNTAIN** — The 15 parks and five historic sites operated by the Palisades Interstate Parks Commission in Orange, Rockland, Sullivan and Ulster counties have more than eight million admissions a year, Palisades Interstate Parks Commission CSEA Local 105 President W. J. Willis said.

Local 105 represents almost 200 full time and 300 seasonal employees, the bulk of the commission's employees, at the state recreational facilities which stretch from Brystal Beach in Saugerties on the north to Tallman State Park in Sparkill on the south, from Lake Superior State Park in Bethel Township on the West to Bear Mountain State Park on the east.

Most of the CSEA members are in the State Operational Services Unit while Administrative Unit employees work most in the Bear Mountain commission headquarters and Institutional Unit members work in the Storehouse, also at Bear Mountain.

AFSCME District Council 82 represents security and life guard personnel at the parks, Willis said.

Among the many recreational facilities of the commission are pools, beaches, golfing, public and private camp grounds, a zoo, bird sanctuaries, museums, ice skating, roller skating, ski jumping, hiking trails,

cross country skiing, snow mobiling, athletic fields, fishing, hunting, biking, boating and tobogganing, he said.

Local 105 Delegate James McGuinness said the commission operates approximately 25 childrens camps which handle 60,000 children.

The five historic sites operated by the commission are Washington's Headquarters in Newburgh, Knox's Headquarters in New Windsor, the New Windsor Cantonment, New York State Senate House in Kingston (the senate's original meeting place) and Stony Point Historic Site (a 1779 battle ground).

"Lake Welch Beach in Stony Point is one of the largest public inland beaches in the country," Willis noted.

Among the many jobs CSEA members are involved is the maintaining of 2,200 buildings, McGuinness said.

Some of the Local 105 members work under the commission while others work under the State Executive Department though all function under both managements, Willis said.

The commission also operates parks in New Jersey which are managed by that State's public employees. In emergencies CSEA members sometimes are sent to New Jersey, he said.



CSEA MEMBERS IN THE headquarters of the Palisades Interstate Parks Commission in Bear Mountain include, from left, Florence Schumske, Ann Lubant and Joan Borra.



LAKE WELCH BEACH Superintendent Ernest O'Dell, left, gives instructions to Robert Conklin.



WASHINGTON'S HEADQUARTERS in Newburgh, one of the historic sites operated by the Palisades Interstate Parks Commission, includes this bed where George Washington did sleep. CSEA-members, from left, Frank Rigas and Mel Johnson tidy up the bed.

## Mental service state aid bill being opposed

CSEA is urging the defeat of proposed legislation aimed at making more state aid available to local governments and voluntary agencies for services to individuals who have been in a mental health facility.

The bill amends the Mental Hygiene Law to provide local governments with state aid for the total operating costs for services to those who were in a state facility for two or more years since Jan. 1, 1969.

Currently, such total funding applies where a person has been a patient in a state facility for five or more years since that date.

The cost of enacting the bill, it has been estimated, would be about \$12 million.

CSEA's opposition to such legislation comes in light of a recent report charging extensive misuse of funds and improper patient care at a private facility using public funds.

"There is no evidence that the money currently being spent by New York State for local assistance for services to the mentally retarded and developmentally disabled is being used efficiently or effectively," said CSEA President William L. McGowan, pointing to alleged problems at Greenwood Rehabilitation Center, Inc.

**Abuses at Greenwood**  
Greenwood, one of 24 private schools for the mentally retarded in the state, is located near Ellenville in Ulster County, with administrative offices in Hicksville, L.I.

Greenwood is the subject of a 138-page report produced by the New York State Commission on Quality of Care for the Mentally Disabled. The commission conducted a 21-month long investigation into the financial and program practices at the center, following the death of a Greenwood resident.

According to the report, with respect to Greenwood, "public funds in the form of Supplemental Social Security Income (SSI) payments intended primarily for the care of the residents have been diverted ... to the personal and corporate enrichment of their owners, their families and associates — to the detriment of the mentally retarded residents the corporation was ostensibly intended to serve."

Among other things, the report alleges that the corporate owners of Greenwood, their families and associates drew interest-free loans without payback terms; that one owner had written off outstanding loans; that the corporation diverted funds to another corporation in Florida to establish a similar facility there; and that the owners diverted funds away from services through generous salaries and high, non-client-related expenses.

Commission findings regarding the quality of care at Greenwood alleged that Greenwood operated beyond its approved capacity; offered programming that was "inappropriate, insufficient and unproductive"; and gave little opportunity for the many high-functioning clients to progress to more independent living.

## Averill Park decision halts contracting out

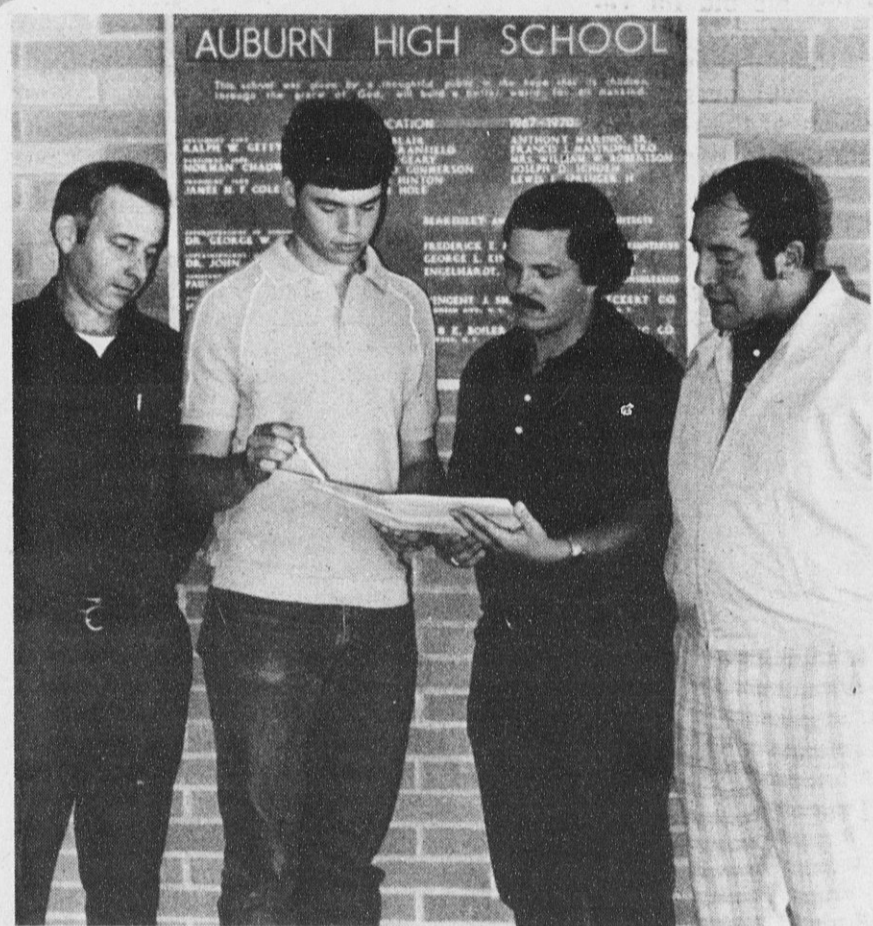
**AVERILL PARK** — The Civil Service Employees Assn. is calling it a major victory against contracting out after the Averill Park School Board voted unanimously to establish a position of head bus driver to manage the district's bus fleet, a suggestion originally proposed by the union. At the same meeting, the board left tabled an earlier motion to extend what had been an experimental plan to contract out management of the transportation department.

A week earlier the union was successful in getting the board to table the question of extending its experimental contract with Upstate Transportation Consortium while the board studied the proposal by the union to appoint a head bus driver position instead.

Members of the CSEA unit are credited with running, with union staff member supervision, a campaign of low key communication with board members and the public to convince the board not to continue contracting out management of the department. All members of the unit waited outside as the board met in closed door deliberation for five hours before accepting the idea. At the conclusion, a board spokesperson told union members the contracting out issue "remains tabled and is dead."



**REGIONAL SCHOLARSHIP WINNERS** — CSEA Region III President Ray O'Connor smiles proudly after presenting CSEA scholarships to, from left, Marcella Mercatili, Adrienne Jo Onofri and James Ottowitz Jr. Mercatili, whose mother is a member of Local 166, will attend the School of Industrial Labor Relations at Cornell University. Onofri will enroll at Northeastern University. Her mother is a member of Local 844. Ottowitz, whose mother belongs to Local 836, plans on attending Stevens Tech.



**SCHOLARSHIP WINNER** John Cunningham shows Don Fuller, CSEA Unit President at Auburn Schools, the graduation program listing of special merit awards, while his father, Bill, left, and Bruce Nolan, right, President of Cayuga County Local 806, look on.

## John Cunningham puts smile on dad's face by winning awards and big scholarship

**AUBURN** — William "Bill" Cunningham, Maintenance Engineer in the Auburn Schools Unit of CSEA Local 806, is wearing a big smile these days, thanks to some good news from the U.S. Air Force.

Recently, Bill watched with pride as his son, John, graduated from Auburn High School with high honors and an armload of awards for outstanding achievements in chemistry, mathematics, a New York State Regents Scholarship, plus an Air Force R.O.T.C. Scholarship valued at \$25,000.

John indicated his sights were set on a career in engineering and plans to continue his education at Cornell University this September.

"Naturally, we are proud of John," Bill Cunningham said as he stood next to his tall son and talked about recent events. "He worked hard and it really brought some good results. I'm sure any parent with a youngster ready for college can appreciate how we feel. In the face of sky-rocketing costs for higher education, two scholarships can eliminate a lot of money worries. As far as the challenge Cornell will present in the Fall — I'm sure John will give it his best effort, as usual. Right now, he is still enjoying all the graduation awards," Bill said with a smile.

## Arbitration ruling puts Alice Stewart on the job

**NEWPORT** — A favorable decision has been reached in the case of Alice Stewart, a school luncheon cashier at West Canada Valley School, according to West Canada Valley School CSEA Unit President Carlton L. Blitz.

According to Blitz, when a portion of the West Canada Valley School luncheon program was reactivated in 1980, Ms. Stewart was not recalled to her rightful position as cashier as stated in the agreement between the School District and CSEA.

A grievance, filed on behalf of Ms. Stewart on November 10, 1980, was subsequently denied by the School District on November 19, 1980. Five days later, CSEA requested PERB to assign an arbitrator to the case.

CSEA based its position upon Article XII of the present contract that states: "the employee involved shall have the right to replace the least senior employee with the same title." The fact that the School District had filled the cashier vacancy with a former head cook violated the contract.

James Gross, PERB Arbitrator, issued the following decision on May 29, 1981:

"A. The School (West Canada Valley Central) did violate Article XII of the Parties' Collective Bargaining Contract when it failed to recall the Grievant to the position of Cashier;

B. The School is directed to recall the Grievant to the Cashier job to which she should have been recalled on September 22, 1980;

C. Such recall is to be with back pay to make the Grievant whole for whatever wage loss she incurred as the result of the School's failure to recall her to the job of Cashier on September 22, 1980;

D. The School is also directed to restore the Grievant to the employment status she would now hold (seniority and other contractual benefits) had she been rightfully recalled to the job of Cashier on September 22, 1980."

Carlton Blitz, Unit President, and Ted Modrzejewski, CSEA Field Representative, handled the initial grievance and arbitration request. Alice Stewart was represented at the arbitration hearing by John Scholl, CSEA Regional Attorney.

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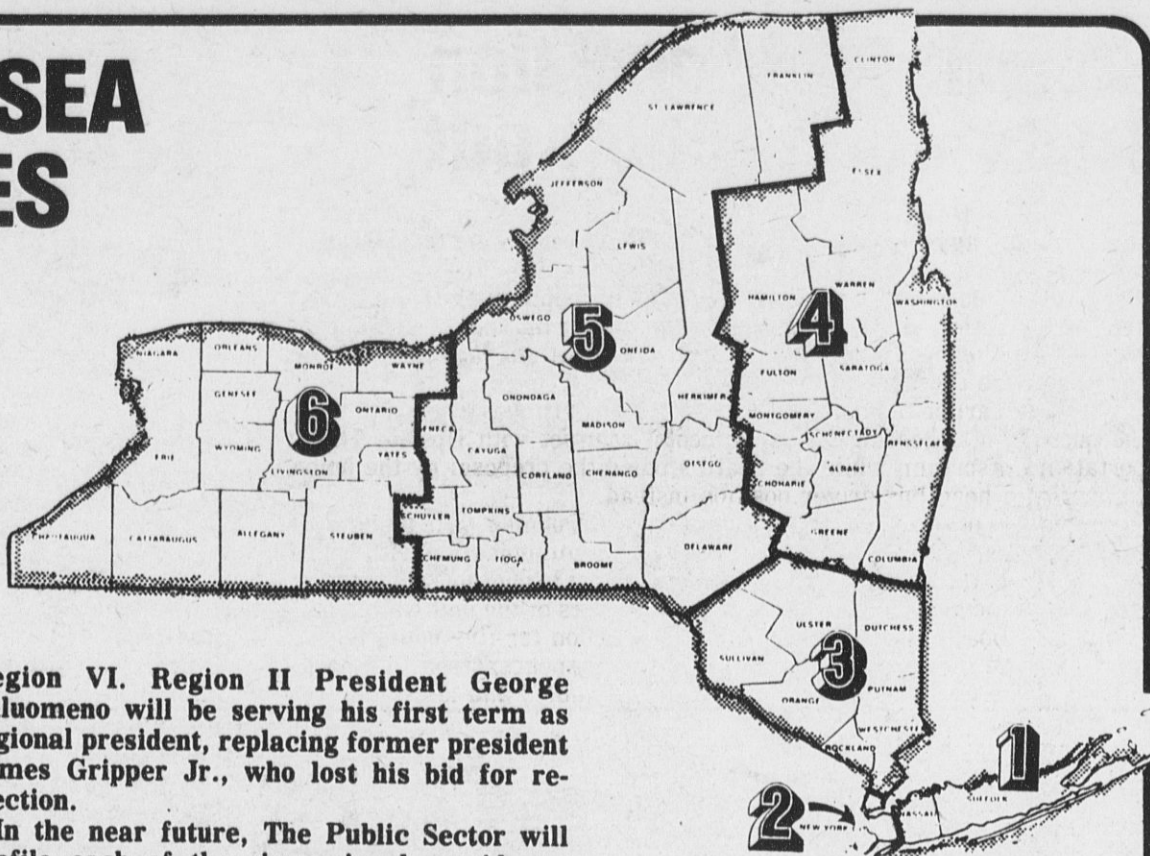
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# DIRECTORY OF CSEA REGIONAL OFFICES



The results of CSEA's recent election to designate officers for each of the union's six regions, reported in the previous issue of The Public Sector as unofficial, have now been certified.

Five of the six regional presidents were re-elected to that office. They are Dan Donohue in Region I, Raymond J. O'Connor in Region III, Joseph E. McDermott in Region IV, James J. Moore in Region V, and Robert L. Lattimer in

Region VI. Region II President George Caluomeno will be serving his first term as regional president, replacing former president James Gripper Jr., who lost his bid for re-election.

In the near future, The Public Sector will profile each of the six regional presidents. Meanwhile, here is a directory of the regional headquarters for the general information of the membership.

## LONG ISLAND REGION I



**Dan Donohue, President**

740 Broadway,  
North Amityville, N.Y. 11701  
(516) 789-1170  
William Griffin, Regional Director

## SOUTHERN REGION III



**Raymond J. O'Connor, President**

Rural Route 1  
Box 34  
Old Route 9  
Fishkill, N.Y. 12524  
(914) 896-8180  
Thomas Luposello, Regional Director

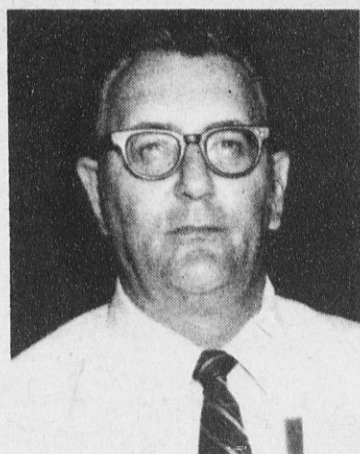
## CENTRAL REGION V



**James J. Moore, President**

Suite 308  
290 Elwood Davis Road  
Liverpool, N.Y. 13088  
(315) 451-6330  
Frank Martello, Regional Director

## METROPOLITAN REGION II



**George Caluomeno, President**

11 Park Place  
Suite 1405,  
New York, N.Y. 10007  
(212) 962-3090  
George Bispham, Regional Director

## CAPITAL REGION IV



**Joseph McDermott, President**

1215 Western Avenue  
Albany, N.Y. 12203  
(518) 489-5424  
John Corcoran, Regional Director

## WESTERN REGION VI



**Robert Lattimer, President**

Cambridge Square  
4245 Union Road  
Cheektowaga, N.Y. 14225  
(716) 634-3540  
Lee Frank, Regional Director

## Region VI urged to protect jobs from budget cuts

# It's not too late



**"OUR STRENGTH IS OUR NUMBERS"** said Steven Silbiger, deputy director of legislation for AFSCME.



**FLO TRIPI**, co-chairman of the Region VI Political Action Committee, questions a congressman about economic matters affecting New York State.



**LISTENING INTENTLY** to a presentation by a congressman are June Ferner, a member of CSEA's statewide Political Action Committee, and Region VI Political Action Committee co-chairman Dominic Savarino.

**CHEEKTOWAGA** — The message at last month's Region VI meeting here was repeated many times by many people — if public employees are to protect their jobs and families, they must effectively use the strength of their organization to oppose wholesale conservatism through political action.

"Our strength is our numbers," said Steven Silbiger, AFSCME's deputy director of legislation. "We have to begin communicating, to make people realize the impact of government."

"We have to get them registered to vote. Twenty people working actively can turn a vote around. Imagine the power of one million union members focusing their energies."

"It's up to us to make politics second nature for our people, so that in 1984 we can nominate the next president of the United States," Silbiger said.

"No one is going to be convinced that everyone — in all walks of life — is not going to get hurt somehow (by Reagan's budget cuts)," said CSEA President Bill McGowan. "I get twenty or twenty-five phone calls a day, asking 'What are we going to do?' 'If day care funds are cut, I won't be able to work,' one woman told me."

"It's a sad thing that we can't subsidize someone twenty dollars a week so she can work, but we can pay her \$400 a month to stay home," McGowan said. "Other people say 'Why not give Reagan a chance?' Well, we can't afford to wait. It will be too late then to save our jobs."

"We need the support of everyone of you to take the message back to your people," he said.

Region VI President Robert Lattimer spoke of the importance of getting public and private sector labor forces working together.

"Once we were the new kid on the block, but in the last four years, we have begun to play an expanding role in political action," Lattimer said. "Perhaps we are the ones who should take on this role of tying things together."

"We have acted naively for a number of years," said Bernie Ryan, CSEA's director for legislative

and political action. "Donating money to politicians' campaigns is not enough. We must get their attention."

"Last fall, we put a man in office. Maybe not by our votes, but by not speaking out loud enough. We must drive enthusiasm into people's hearts and minds and pocketbooks. And we have to get the message to our friends in office that we support them," Ryan said.

In other union business:

—President Lattimer expressed his thanks and appreciation on the behalf of Region VI to Annette Harding, the region's outgoing third vice-president. She is leaving CSEA to continue her education in preparation for law school.

—Celeste Rosenkrantz, Region VI Training specialist, announced that 496 stewards have been trained at locals throughout the region since 1979.

—A regional picnic to benefit the PEOPLE fund will be held August 22 at Letchworth State Park.

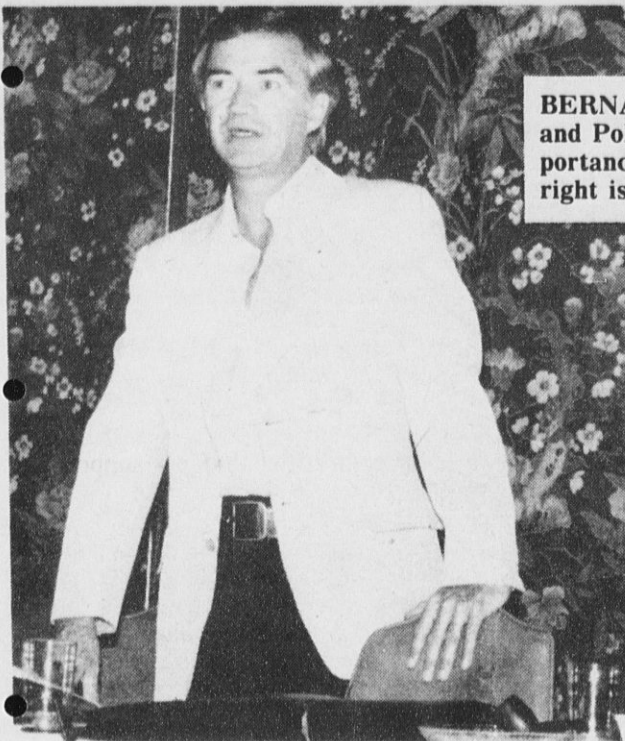


**REGION VI PRESIDENT** Robert Lattimer said public and private labor forces must work together in the face of federal budget problems.

**Photos and stories  
by  
Dawn LePore**



**MEETING THE PRESIDENT**, a number of Region VI members talk with CSEA Statewide President William L. McGowan, right, during regional meeting in Cheektowaga.



BERNARD RYAN, Director of CSEA's Legislative and Political Action Department spoke about the importance of involvement in elections at all levels. At right is CSEA attorney and lobbyist Stephen Wiley.



RAMONA GALLAGHER conducts a raffle to benefit the political action activities of the union.

## Everyone is affected, congressmen warn



CONGRESSMAN Henry J. Nowak (D-Buffalo) was warmly received by union members as he addressed the federal budget issue.



CONGRESSMAN John J. LaFalce (D-Tonawanda) told union members why he opposed the Reagan budget in Congress.

CHEEKTOWAGA — Two area congressmen voiced their deep concern over President Reagan's plans for tax reduction and federal budget cuts at a recent Region VI meeting here.

U.S. Representatives Henry J. Nowak (D-Buffalo) and John J. LaFalce (D-Tonawanda) received a warm welcome from the audience as they addressed CSEA members from across Western New York at a two-day meeting held here at the Executive Inn.

The congressmen were present at the invitation of Region VI President Robert Lattimer to review their positions in regard to Reagan's economic plans and to outline how spending cuts would affect public employees.

Introducing the two men, Lattimer remarked on their "great courage" in opposing such tax and spending legislation, at a time when many democrats have succumbed to conservative pressure in Washington.

"It didn't take courage (to oppose the cuts) if you're interested in the welfare of the United States," said Rep. LaFalce.

LaFalce said that of the 50 billion dollars Reagan proposed to cut from the federal budget, an additional five billion was added to that amount.

"I don't know how they had the audacity to call the plan 'The Great Compromise,'" he said.

Explaining that defense spending increases and other areas in the budget are exempt from the cuts, LaFalce said that Reagan's statement that only one dollar in fifteen would be cut was not accurate.

"Actually, it's more like one in five, when you consider that five hundred billion dollars are exempt from any cuts," he said.

"Right now we are engaged in a terrific transformation in how we raise and redistribute revenues," Congressman Nowak said, "the impact

of which has not even been initially felt. The reaction will take one to two years. But everyone will be affected by some part of the program."

"As you probably know, I was in county government for many years," he said. "I am very fearful that there is pressure building to change the bargaining structure."

Nowak urged public employees to work together to oppose that pressure.

In response to a question on Social Security cuts, LaFalce answered, "I think that it's safe to say that the overwhelming majority of Congress is vehemently opposed to Reagan's plan for Social Security. His proposal as it came from the White House is absolutely dead."

"We do have a problem with Social Security. We are going to have to take some action to maintain its viability," he said.

When the program began, he explained, it was for the exclusive purpose of providing retirement benefits for those over the age of 65, but in 1957 disability benefits were added and in 1965 medicare was added to that.

"Those services, as good as they are, should be financed through general revenues," LaFalce said. "If these areas were taken away, the social security tax could realize a dramatic cut of about 50 billion dollars or 30 percent."

"In the 30's, there were ten people working for every beneficiary. At the time life expectancy was only 60 years," he said. "Now life expectancy is 74 and you can begin receiving benefits when you are 62. Combined with the declining fertility rate, we no longer have a ratio of 10 to 1, but 3.2 to 1."

"It is projected that forty years from now that will be reduced even more so that for every two persons working, there will be one beneficiary. This places a great strain on the system. But whatever we do should be a gradual process. We don't have to go cold turkey."



CONDUCTING A WORKSHOP SESSION during Region VI meeting are, from left, County Workshop Chairman Skip Dunham; Region VI Treasurer Barbara Fauser, and County Workshop Secretary/Treasurer Pat Gooden.

# SAVED

## Barge worker risks life to rescue accident victim

FULTON — When you work for the New York State Barge Canal System, you learn to expect the unexpected.

As any boat crewman, laborer or lock operator will tell you, the changing seasons and tough work go with the job.

Last year, in separate incidents, two barge canal employees at Phoenix and Fulton locks were involved in preventing an accident and possible suicide at their work locations.

In early May of this year, Ralph Brown, lock operator at Lock No. 3 Fulton, was on duty when he heard a cry for help from the icy water of the Oswego River canal below his work station. Racing to the side of the steep concrete lock with a lifesaving buoy, he saw several persons in the water attempting to stay afloat and keep an unconscious man's head above water.

Brown tossed the life ring to the men, but in the turbulent water, it floated away from their eager grasps.

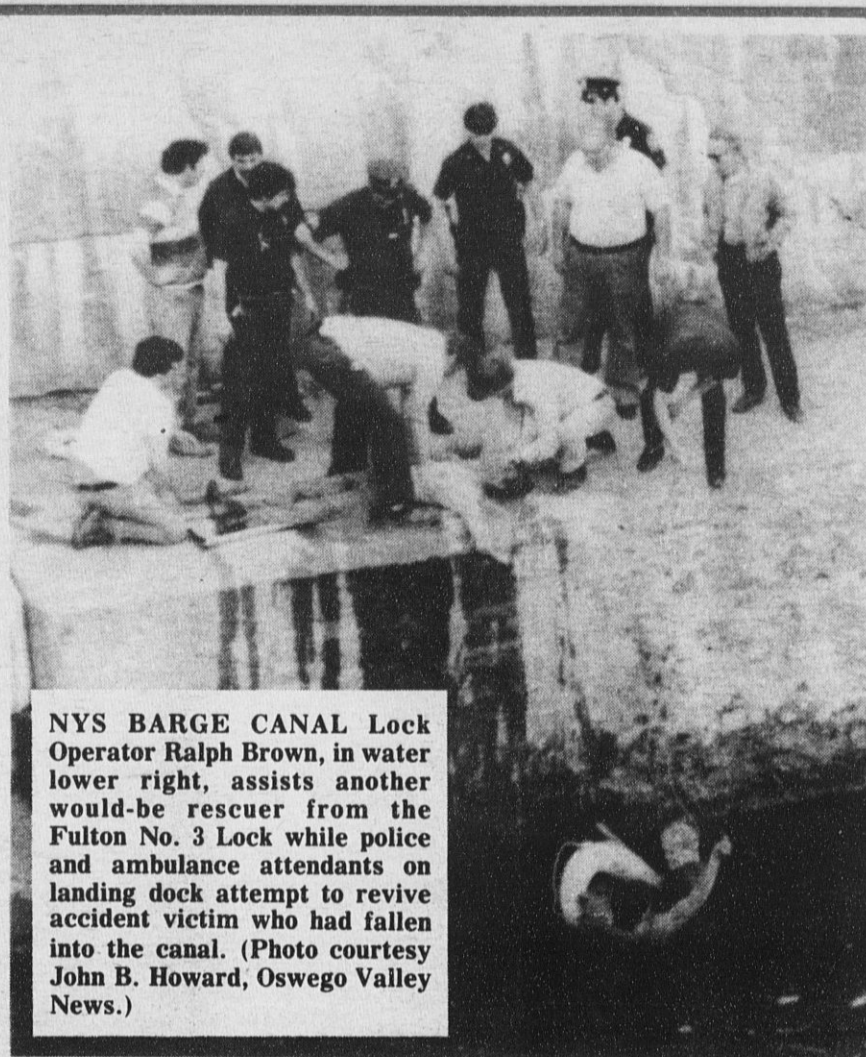
Disregarding his own safety, Brown then plunged into the canal, retrieved the buoy, and proceeded to aid the victim toward the lock wall, where police and ambulance attendants were standing by to help.

According to an unofficial report, the victim was taken from the water and every effort made to revive him, but he later succumbed from asphyxiation and the severe head injury received from the fall.

Eyewitnesses later reported the men were fishing near the lock when the victim of the accident lost his balance, fell and struck his head on the concrete before hitting the water.

When questioned later about his unexpected "swim," Brown admitted that it took several hours to overcome the bone-chilling effects of hypothermia after climbing out of the water.

"I can swim," Brown said, "but my clothes and shoes added extra weight. The icy water numbed my arms and it was a struggle to help them reach safety. The sheer cement lock wall made the job tougher, too. We finally managed to get him out of the water, but as I understand it, he



**NYS BARGE CANAL** Lock Operator Ralph Brown, in water lower right, assists another would-be rescuer from the Fulton No. 3 Lock while police and ambulance attendants on landing dock attempt to revive accident victim who had fallen into the canal. (Photo courtesy John B. Howard, Oswego Valley News.)

never recovered from the original fall. We all tried, but I guess it wasn't enough," Brown said, with a look and a shrug of frustration.

But Ralph Brown's fellow barge canalers know he tried, and that's what counts.

Ed Canavan, President of CSEA Local 503, NYS Barge Canal Central, has already planned to officially honor Brown at some future Union meeting.

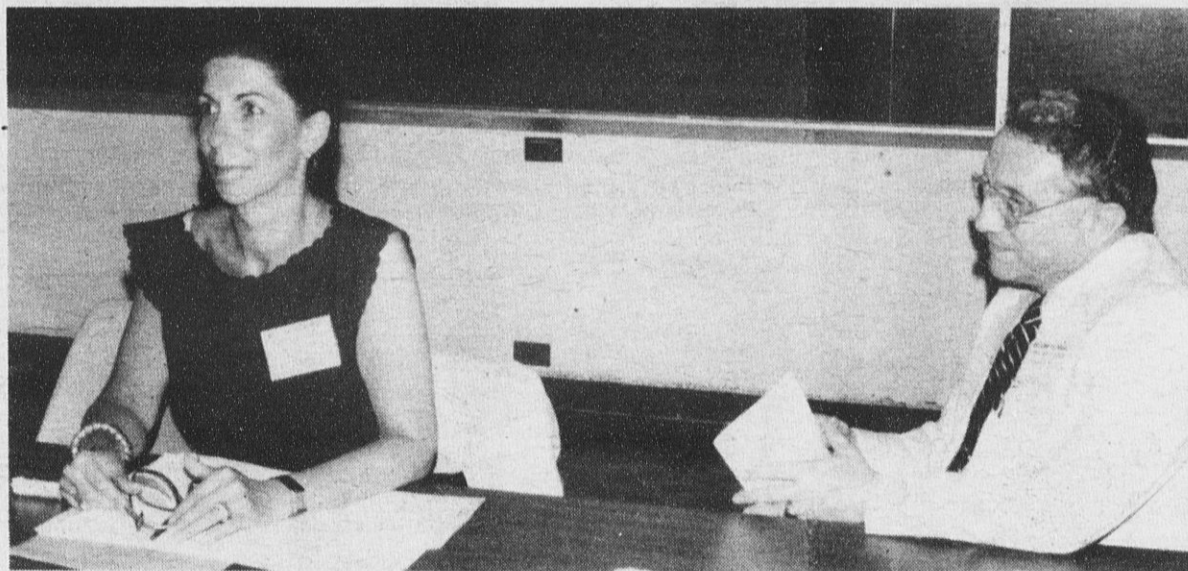
## Mental hygiene meeting set

ALBANY — The CSEA Mental Hygiene Presidents Committee will meet July 18 at the Thruway House in Albany and Committee Chairman Danny Donohue urges all committee members to attend. The committee is composed of all Mental Hygiene local presidents and board of directors representatives.

Donohue said the committee will elect a new vice chairman and a secretary/treasurer.

The committee will review the direction it wants to take regarding mental hygiene issues, will be briefed on ongoing problems with the State Office of Mental Hygiene and the Office of Retardation and Developmental Disabilities. He said the meeting also will provide an opportunity for the new presidents and board representatives to present their own concerns.

For additional information, he asks that CSEA Collective Bargaining Specialists Paul Burch and Jase McGraw be contacted at CSEA Headquarters in Albany.



**PAULA LAMBERT**, CSEA's mental hygiene consultant, outlined some of the problems facing institutions at the 31st annual conference of the New York State Public Health Association. Seated at right is State Senator Tarky Lombardi (R) of Syracuse.

## Solution 'lies within us'

## Facing mental health bias

ALBANY — Citing the need for cooperation in order to solve the problems facing institutions in New York, CSEA's mental hygiene consultant Paula Lambert recently addressed the 31st annual conference of the New York State Public Health Association.

"Now is not the time to point fingers at the public sector, the private sector, or the union," commented Ms. Lambert, who participated in a panel discussion on "Overcoming Institutional Bias."

Citing the Federal budget increases in military spending, she told the audience of public health professionals, "I'm for preparedness, but not at the cost of social programs to human beings in

need. The lust for technology is replacing the value for human lives."

She painted for the group a verbal picture of bag ladies, poor conditions in men's shelters, increase in forensic units, and the kind of clients still remaining in the state's institutions.

"I'm sure no one has forgotten that the institutions have traditionally served the deviate, the unwanted, sequestered away to keep the dominant part of our society comfortable," she said. "Some of the clients are ugly and very ill. Some of our biases have prevented us from offering humane care."

"There are no easy answers, but for sure some of the solutions lie with us. It is not 'them,' " she emphasized, "it is 'us.' "

## L.I. contract seminar

AMITYVILLE — To help formulate proposals for upcoming state negotiations, Region One will hold a "Contract Demands" meeting next month for all State employee members on Long Island.

The meeting will be held at the Hauppauge Holiday Inn on Saturday, August 1, from 1 to 4 p.m. in three separate rooms — one for each of the three State bargaining units represented by the CSEA.

"We want as many members as possible to attend so we can insure that our final contract demands represent the needs of all our members and not just those of elected officers and activists," said Danny Donohue, Region One President.