

# the Public SECTOR

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

 4  
(ISSN 0164 9949)

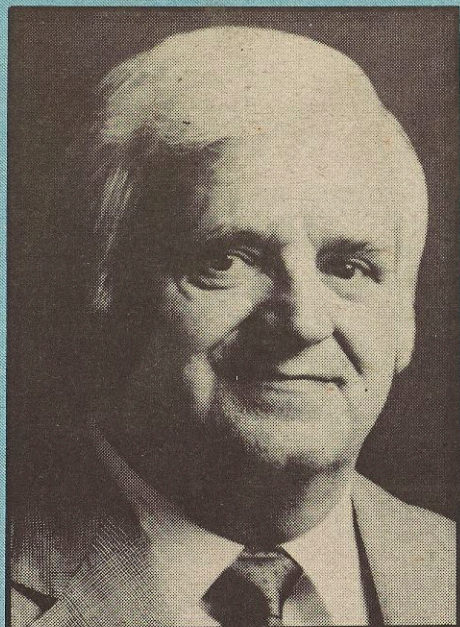
Vol. 8, No. 12  
Friday, June 14, 1985



A powerful  
tv message  
pages 16-17



## McGowan, McDermott, Fauser and Carr re-elected CSEA statewide officers



WILLIAM L. MCGOWAN



JOSEPH E. McDERMOTT



BARBARA M. FAUSER



IRENE CARR

ALBANY — William L. McGowan has been re-elected to his fourth term as statewide president of the Civil Service Employees Assn., according to results of balloting announced June 13th by the union's Election Procedures Committee. In winning a new three-year term as head of New York state's largest public employee union, McGowan defeated Southern Region President Raymond J. O'Connor.

"CSEA is now a tough labor union. I see the vote as a mandate to keep it that way," McGowan said. "I want to continue the work

started to improve the union's services to its members."

McGowan was first elected head of CSEA in 1977.

Joseph E. McDermott was elected to a new three-year term as CSEA executive vice president. McDermott, the incumbent in the union's second highest elected office since 1983, defeated Jack Cassidy, who currently serves as first vice president of the Southern Region. McDermott is a former five-term president of CSEA's Capital Region.

Barbara M. Fauser of Buffalo was elected to her second term as statewide treasurer. The

former treasurer of CSEA's Western Region defeated John Francisco, who chairs the Capital Region Political Action Committee and is president of Thruway Local 058.

Irene Carr, statewide secretary of CSEA since 1976, was re-elected unopposed. She is a resident of Oneonta.

The election was conducted by the Independent Election Corporation of America, Lake Success. Ballots were mailed to eligible members on May 15 and the deadline for return was June 13.

New terms of office begin July 1.

**PRESIDENT**

William L. McGowan — 21,744  
Raymond J. O'Connor — 15,002

**EXEC. VICE PRESIDENT**

Joseph E. McDermott — 22,926  
Jack Cassidy — 12,983

**TREASURER**

Barbara M. Fauser — 23,796  
John Francisco — 12,302

**SECRETARY**

Irene Carr — 34,831

### 1985 calendar in this issue

A 1985 CSEA calendar covering the second half of the year is contained within this issue of The Public Sector. The first half calendar was distributed last December. 1985 marks CSEA's 75th anniversary as a labor union and the calendar highlights historical events.

# CSEA wins out-of-title cases

## School worker passes test of arbitration:

*'She was doing same job at lower title, less pay'*



**HAPPY GRIEVANT**—Port Chester School District employee Phyllis Scenna, center, says that CSEA members should not hesitate to file grievances when they feel that they have a case. She's glad she did—she recently won a grievance and nearly \$4,000 in back pay. Pictured with her, above, are Unit President Gloria Furano and Region III Field Representative Larry Sparber.

PORT CHESTER — “They were wrong and we were right. By winning, I feel I’ve helped my co-workers,” said Phyllis Scenna after hearing that the Port Chester School District had been ordered to pay her nearly \$4,000 in back pay for out-of-title work she had performed.

According to Region III Field Representative Larry Sparber, Scenna, a Junior Computer Operator (JCO), complained to her supervisor about her workload and requested that it be more

evenly shared with another employee.

Instead, the supervisor demoted her to a position as typist. While Scenna did not at first object to the move or the cut in pay, she noted that her workload never decreased. In her grievance, she contended that she continued to perform the work of a JCO while being paid as a typist.

“The grievant never left the JCO job,” said the arbitrator. “It is undisputed that the bulk of her time was spent performing tasks included in the

JCO job spec. The only material change was in her salary.”

According to the arbitrator, “In Civil Service, the best evidence of the job is the job specification. By definition, the work the grievant does is JCO work. Facts, not labels, determine cases. It is sheer nonsense to pretend otherwise. The district pretends it is not JCO work, because it chooses to call it something else.”

## Niagara workers get \$25K in back pay

LOCKPORT—Out-of-title pay totaling more than \$25,000 has been awarded to 11 Niagara County employees who have been performing higher job duties for 20 months.

PERB Arbitrator Howard G. Foster ruled that the county’s Social Services department went too far in its reorganization in late 1983 when it directed the members of Local 832 to perform at job levels from which they had been “demoted.”

“Actually, they were demoted in salary only, with no change in duties, or even desk location,” observed Thomas B. Christy, field representative for the local.

The reorganization, ostensibly made to save about \$15,000 a year in salaries, actually masked a strong anti-union sentiment by management, CSEA activists feel.

Payment of the back pay due grievants is to be made by June 1, after which they shall be paid in

accordance with their respective higher classifications for as long as they continued to work out of title, the arbitrator ruled.

Supervisors receiving \$2,276 each in back pay are: Judith Bongiovanni, Beverly Ziemendorf, Alan Karch, Bruce Nevins, Joan Meyers and William Monin. They had been working as “senior caseworkers.”

Senior caseworkers James and Linda Gibbons, will receive \$3,752 each. Supervisors Elizabeth Pasquale, Patricia Scremin and Joan Leskovich will receive \$1,953 each in back pay. Christy said any increments due the grievants would increase their back pay.

The collective bargaining agreement negotiated by CSEA with the county — not the civil service law—was violated by the county’s action, the arbitrator wrote. However, the management

rights clause, which the county sought to use as its authority, did not apply because of exceptions expressly spelled out in the contract. The arbitrator also ruled that there were violations of two provisions of the pact by the county.

An out-of-title article in the collective bargaining agreement specifically provides that such work must be paid at the higher rate of classification after 15 days. Additionally, an appendix places job titles in job groups and attaches salaries to those groups. The grievants’ back pay was determined by calculating the difference between the assigned job group and the job group in which they actually worked.

CSEA Attorney Richard J. Schroff presented the case before the PERB arbitrator with supporting testimony provided by Unit President Quain Weber, Chief Steward Gary D’Amico, and the grievants.

## State appeals tier ruling

ALBANY — The state is appealing the the court ruling that upholds the rights of public employees who fell through the cracks between Tier II and Tier III.

The principle was established in a recent state Supreme Court ruling, *Oliver v. Broome County*. The

court said that New York could not place employees hired after July 1, 1976 in Tier III because Tier III was not approved until July 27, 1976.

The ruling stems from a successful CSEA lawsuit that it was unconstitutional for the state to retroactively reduce retirement benefits.



# Dotty moves to head of class

By Sheryl Carlin  
CSEA Communications Associate

OAKDALE—It's 6 a.m. on any school day when a key turns in the lock at the Arthur Primm School here. Lights flicker on, and soon the flag is raised. Most pupils and teachers are still asleep.

Just as at other schools throughout the state, the head custodian is preparing the school building for the later arrival of the staff and pupils.

Only there's a difference at the Arthur Primm School—the head custodian is a woman. Dorothy Frathmann is the first woman to hold the position of head custodian in the history of the Connetquot School District.

"I hope I will pave the way for many more," says Frathmann.

"Dotty's probably the first woman head custodian in the world," says Joe Svoda, a custodian in the same school. "I don't know of any other."

"I took the Civil Service exam in November. Ted Turner, who was the head at that time, really encouraged me," notes Frathmann. "But to tell you the truth, I had a ho hum attitude when I took the exam because I never thought they'd offer me the position."

Frathmann says, "My husband and Ted both told me there would be some animosity to contend with because I'm the first woman head, but I look at it this way — I've paid my dues. I've learned this building—the same things any man could learn. I figure that anyone who doubts my ability should apply for the job and prove themselves like I did."

Being the "first woman" is not a new experience for Frathmann. "Thirty-five years ago I was the first woman ever allowed in the pits at the racetrack. It was my job to keep track of all the cars and how many laps they did. Before I came along, that job had always been given to a man," she says.

In those days, she says, while she was keeping track of the laps, her husband, John, was driving them. "My husband was one of the top ten midget chauffeurs at that time. He raced under the name Johnny Mann," Frathmann relates. She and her husband have retired from auto racing, but their son, Billy, still races.

"I'm not a woman's libber. I mean, I'd never burn my bra—I'd be too uncomfortable," Frathmann said with a laugh. "But I do seriously believe in the same pay for the same job, and in equal opportunities for men and women."

Frathmann pointed out the window to the schoolyard. Outside, children were playing. "These are special kids. Good kids. You really get to love them."

Frathmann explained that, "This school is part of the BOCES special education program; all the children here are between four and eleven years old. My favorite part of the job is interacting with these kids. What better way is there than this?"

"The worst part of the job? Cleaning toilets — no doubt about it!" she said.

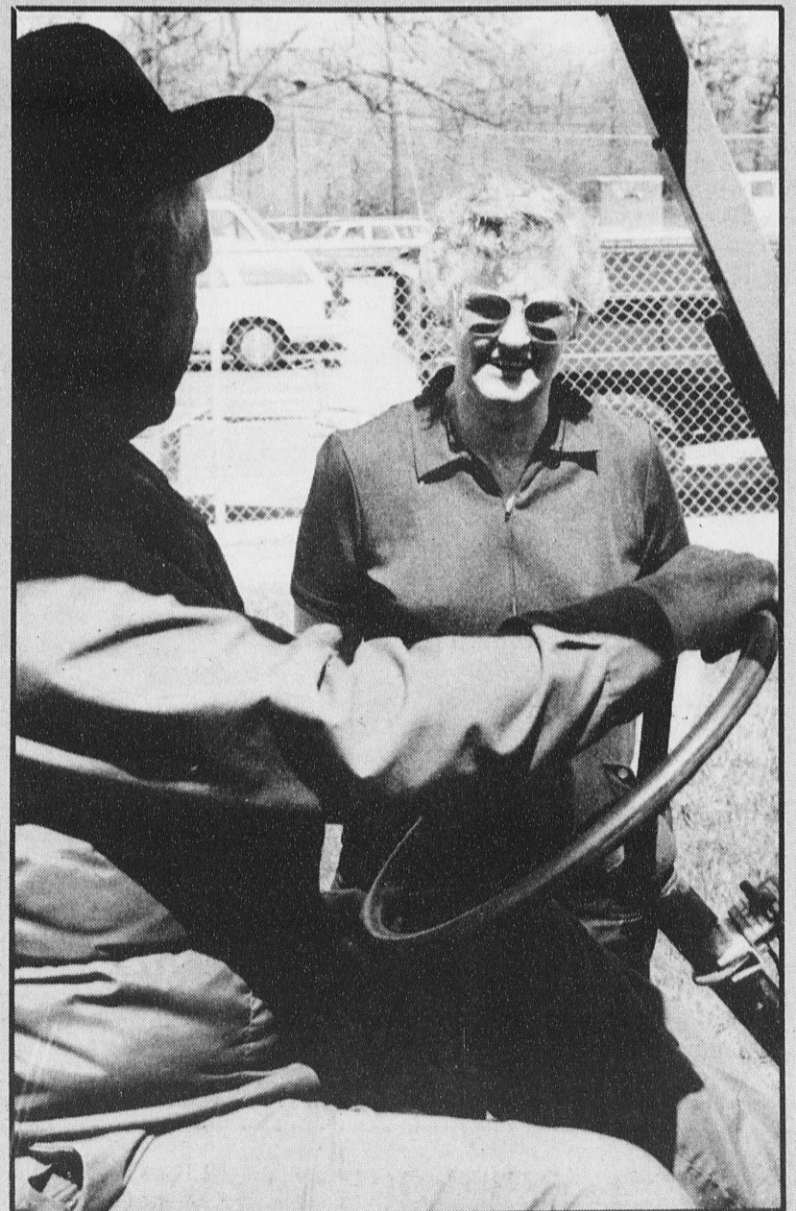
Frathmann notes that her position as head custodian includes administrative responsibilities she did not have in her previous position as a custodian II. "The head custodian is also responsible for the bookwork, overseeing the heat and oil, and everything else that has to do with running and securing the school."

Remembers Frathmann, "The first morning I flew the flag at half mast. No one told me there was a knot at the bottom ...at least it wasn't upside down," she smiled.

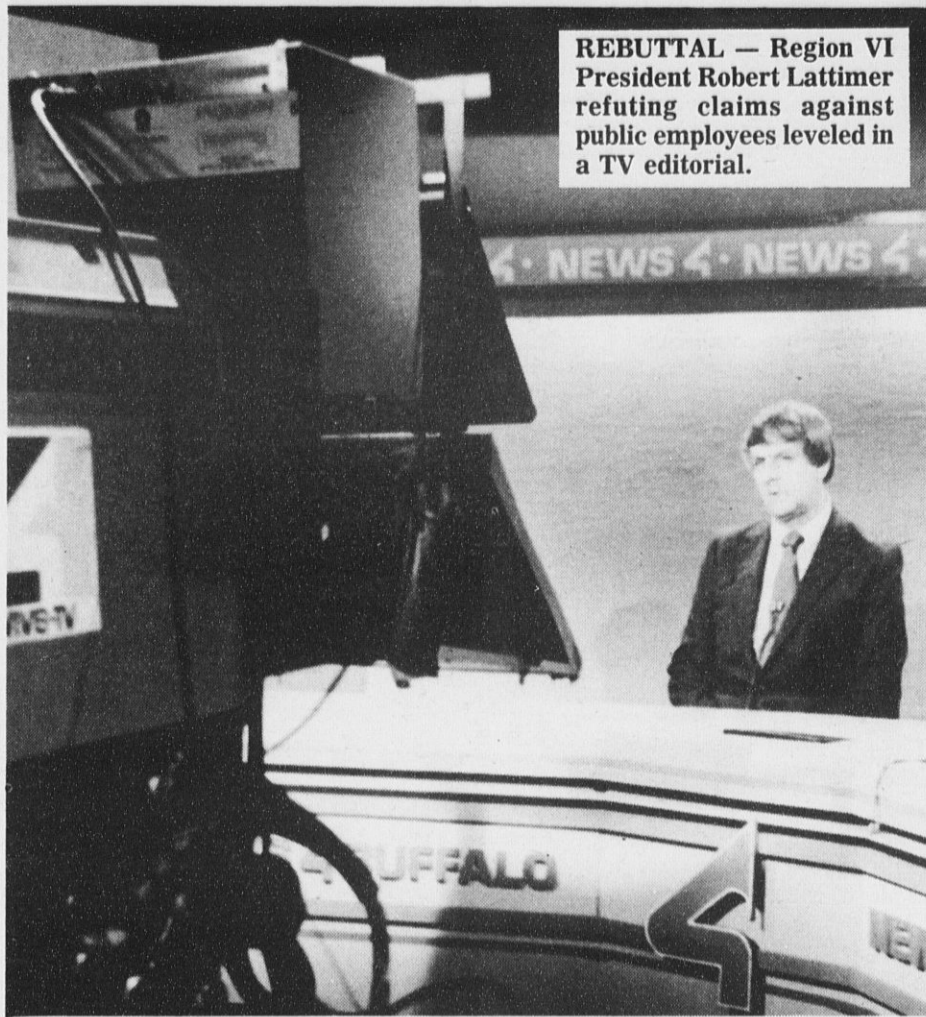
Over the years, Frathmann has been a shop steward and a recording secretary for her CSEA unit. "I think that CSEA has some wonderful programs," she says.

A grandmother of two, Frathmann has just one request. "Judge me as a new head custodian, not as a woman. If I can't do the job, take it away from me. This is all I ask, the rest is up to me."

## First female to head up custodial section



HEAD CUSTODIAN Dorothy Frathmann talks with Groundskeeper Larry Blank.



## Lattimer's TV rebuttal backs public employees

BUFFALO — An attack on public employees in a television editorial that suggested private contracting of public services as the way to go has been strongly rebuked by Region VI President Robert L. Lattimer.

Responding on the same station that aired the editorial, Lattimer refuted claims that public employees' pay has increased by 50 percent in the last five years. He also disputed the editorial's estimate that public employees make up one worker for every five in the private sector, by putting the working population figures in a "more realistic light."

"There are more than 230 million people in this country," observed Lattimer, "and the 16 million federal, state and local government employees work for all the people in their respective communities. That equates to about one public employee for every 14 members of the population — not one in five."

Lattimer also assailed the "fiscal mismanagement that pushed Erie County to near-bankruptcy, and our members to take it on the chin, with no pay raise in 1984."

But according to Lattimer, "The greatest fallacy was the assertion that private contractors are more effective and cost-efficient in providing public services. It's not difficult to imagine the horror stories that would develop if Mr. Arries' proposals were carried out to the fullest extent." (Arries is station manager.)

"Our experience with private contractors taking over public services shows a host of broken promises, overblown costs, grossly underpaid and overworked employees who have no job security, and are victims of corruption and payoffs. And many times it is proposed under the guise of public benefit, with private profit the real motive," noted Lattimer.

"CSEA is all for cutting out bureaucracy and making government services more deliverable, and we are constantly working towards that goal. But it shouldn't be on the backs of the average wage earner," he said.

## Highway worker wins pay differential

VILLAGE OF LAKE GROVE — CSEA's argument that the village had failed to pay a \$2,200 differential to Highway Laborer Arthur Pereira was upheld recently in an arbitrator's decision.

The dispute began when the County Civil Service Department audited the village. Pereira filled out a questionnaire describing his duties as consisting entirely of vehicle repairs, ordering vehicle parts and logging the repairs.

When the questionnaire was reviewed by Village Mayor Lillian Griffin, she pointed out that Pereira was a highway laborer and only worked as an auto

mechanic during low periods and certain months. The Civil Service Department notified the village that it was illegal for Pereira to work two jobs, so the mayor responded that Pereira would stay a highway laborer and no longer perform auto mechanic duties.

The following month, Pereira's paycheck did not include the differential, and he notified the village of the 'oversight.' When later informed that he would no longer receive the differential, he filed a grievance.

CSEA Field Representative Jim Walters believes

that Pereira went into the arbitration in a strong position because he had carefully followed the proper grievance procedure. "It's important to follow the correct steps," Pereira agreed. "If you don't, you're going to be a loser."

According to CSEA Attorney Lester Lipkind, the win was especially significant because "It upheld the contract as against the claim that there was a violation of Civil Service Law."

The arbitration was the second that CSEA has won for Pereira. In 1983, he was awarded nearly \$300 in differential money which had been withheld from him while he was on Workers' Compensation.

### Public SECTOR

Official publication of  
The Civil Service Employees Association  
Local 1000, AFSCME, AFL-CIO  
33 Elk Street, Albany, New York 12224

The Public Sector (445010) is published every other Friday by The Civil Service Employees Association, 33 Elk Street, Albany, New York 12224.

Publication Office: 1 Columbia Place, Albany, New York 12207. Second Class Postage paid at Post Office, Albany, New York.

ROGER A. COLE — Editor  
BRIAN K. BAKER — Assistant Editor

Address changes should be sent to: Civil Service Employees Association, The Public Sector, 33 Elk Street, Albany, New York 12224.



## Popping paid off for Mulvey School PTA award winner

CENTRAL ISLIP — Popcorn paid off for the kids at Mulvey School and earned a special honor for CSEA member Dorothy Fishman, who popped up with the idea for the fund-raising project.

A monitor at the Central Islip School for the past 16 years, Fishman explains, "I pop the corn at home and sell it by the bag at school. If I do this twice a week, I raise about \$20, which we use to buy the equipment most needed for playground time."

In appreciation of her efforts, the Mulvey School Parent Teacher Association honored Fishman with the State PTA Jenkins Memorial Award. The award singled her out for her participation in community affairs, devotion to the children at the school, and service to the school staff.

Fishman, who is CSEA Unit president at the school, indicated the award was "a real surprise."



PTA AWARD WINNER — Dorothy Fishman recognized for her participation in community affairs, devotion to children, and service to school staff.

# CSEA wins right to review methane gas tests at Smithtown facilities

By Sheryl Carlin  
CSEA Communications Associate

"I feel good. I feel very good."  
That was the response of Town of Smithtown Unit President William Maccaro Sr. to learning about CSEA's win in the court battle involving a methane gas explosion in the town's landfill last year.

The case, which involved a freedom of information issue, concerned the May 4, 1984 blast there which seriously injured three members: Frank Detelich, 29, a maintenance mechanic; William Maccaro Jr., 22, a laborer, and Vito Lasurdo, 21, a laborer.

In July 1984, Maccaro, whose son was among those injured, filed a freedom of information request which was ignored by the town of Smithtown. As a result of the recent CSEA court win, he now will have access to all methane gas tests conducted at the town's Municipal Services Facility since June 1983.

"I have already spoken to the Smithtown attorneys and they've assured me that I will get the site testing reports from the town," said Maccaro. "Our winning this case was very important. Maybe it will prevent other tragedies from occurring."

In June 1983, the union requested that methane gas tests be taken at the Smithtown Municipal Services building when members complained of dizziness, nausea and shortness of breath. A subsequent inspection by the Department of Labor found no toxic gases, but several CSEA members claimed that the building was vented prior to the visit.

"An industrial hygienist from the Department of Labor did come in to conduct the tests, but the

Smithtown Sanitation Department was notified a few days in advance," explains Maccaro. "At 7 a.m. the morning of the test, all the doors were open and the fans were on. By the time the hygienist came to take the test, all the methane was gone and the tests were negative."

According to OSH Specialist Kenneth Brotherton, CSEA on many occasions recommended that Smithtown purchase permanent methane monitoring devices as a precaution against a potentially serious accident. The town did purchase portable methane detectors a short time before the explosion but they weren't being used at the facility.

Town Supervisor Pat Vecchio was quoted in a May 1984 issue of Newsday that the town had purchased a \$1,216 portable methane detector on March 23 but that Duane Rhodes, the sanitation supervisor, never learned how to operate the machine. Vecchio said Rhodes missed a scheduled meeting with the manufacturer last month and "never bothered to reschedule another one."

Since the explosion, at least six Long Island towns have installed permanent methane detectors at buildings near their landfills, the same equipment which could have prevented last year's tragedy.

**Our winning this  
case was very important.  
Maybe it will prevent  
other tragedies.**

*William Maccaro Sr.*

## Three recently honored

# Police dispatchers save a choking child

By Dan Campbell  
CSEA Communications Associate

COLONIE—"Help me! I need an ambulance. My child is choking!"

It was the morning of April 15 and the frantic caller was screaming over the phone. It was a call that could have ended in tragedy, but for some quick, calm thinking on the part of two Colonie police dispatchers at the other end of the line.

"I want to help you, sir. Tell me where you are so I can send help," Dispatcher Arthur Federici told the caller. Federici's coworker, Edward Larvis stood by,

already in contact with several emergency medical service units in the area.

The father was panic-stricken, frozen by the sight of his child fighting for breath with a piece of candy lodged in his throat. For the dispatchers, the situation wasn't uncommon. In fact, not long before, one of their coworkers at the Colonie Police Station, Steve Tanski, had helped a hysterical caller through a problem with a child in respiratory arrest. All three dispatchers, members of CSEA's Town of Colonie Unit C, Albany County Local 801, received meritorious service awards in May.

Federici said that the anguished father continued his cry for help and had to be pressed again for his address. Federici spoke calmly trying to calm the caller. Sweat covered his hands and Federici wiped his brow as he continued to urge the caller to give him the location.

Once he got the address, Federici passed the call to Larvia who dispatched emergency medical assistance to the home in a voice loud enough to be heard by the caller.

"If you remain calm, sir, your child will sense you're calm and calm down also. Calm down. Help is on the way," Larvia told him. The caller soon started regaining control of the situation.

But both Federici and Larvia realized that the situation was growing more critical with each passing second. Larvia began to explain to the father how to perform the Heimlich maneuver on the child.

"I want you to put the child across your knee the way I explained," Larvia said firmly. "Be prepared to lift your knee into the stomach area."

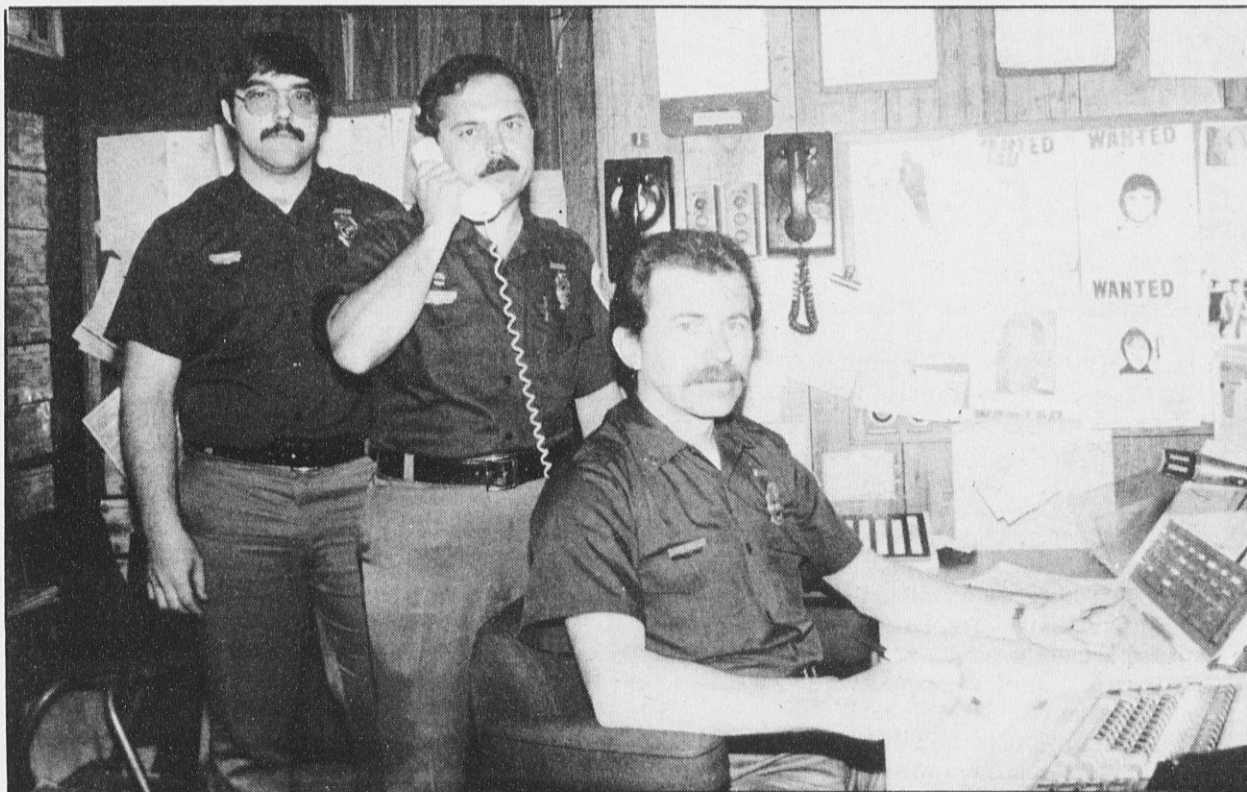
There was only silence over the line as the parent followed his directions.

"It's out! The candy popped out when I put him over my knee!" the father cried.

Larvia says he kept the caller on the line until the ambulance arrived. After logging the incident, he said, it was back to the everyday normal routine.

Said Lieutenant Tom Catino, who presented the dispatchers with the awards: "Dispatcher services are usually invisible to the public. It is time we honored the dedication, professionalism and heroism of such invisible employees as Federici, Larvia and Tanski."

**ALL IN A DAY'S WORK**—Their quick thinking over the phone during emergencies has helped save lives. Pictured, from left, are Colonie Police Dispatchers Steve Tanski, Art Federici and Ed Larvia, who recently received awards for their actions.



# McEntee sees Reagan tax cut as 'rejection of . . . tax fairness'

President Reagan's tax reform proposal, which has drawn very heavy non-partisan objections from scores of New York state's political leaders from Congress to the statehouse to the state legislature, has also drawn sharp opposition from Gerald W. McEntee, president of CSEA's 1.1 million-member international labor affiliate, AFSCME.

McEntee, head of the AFL-CIO's largest union, one-quarter of which is comprised of CSEA members, characterized President Reagan's tax reform proposal as a "rejection of fundamental tax fairness."

Following are some of the comments from McEntee:

President Reagan's new tax plan is a rejection of fundamental tax fairness. Major tax breaks for the oil companies and for large corporations have been preserved. While 90 percent of all working Americans with health insurance will have to pay new federal income taxes and Social Security taxes on up to \$300 a year, capital gains taxes are preserved for 5 percent of all Americans receiving this windfall. The President's plan would also protect tax shelter partnerships, another scheme to avoid paying taxes. The present federal tax codes are more loophole than law. Its time we had fair tax reform and not just another collection of unfair loopholes.



As one of the nation's largest public sector unions, we see the President's plan as a clear warning signal to state and local taxpayers that higher taxes—or dramatically reduced public services—could result from the Administration's proposal to eliminate the deductibility of state and local taxes. It's double taxation and AFSCME pledges to wage a nationwide education campaign to preserve the present tax laws in this area.



# DON'T KEEP YOUR POTENTIAL UNDER WRAPS

## Training program series unveiled for Region V officers and activists

SYRACUSE—"We have always advocated a strong education and training program to improve leadership abilities and encourage rank-and-file members to become more informed for the day they may assume roles as union leaders," says CSEA Central Region President Jim Moore.

To that end, Moore has just announced a comprehensive series of training programs for officers and union activists in the region to run throughout the summer months and into

October. The series follows months of research and planning by the Region V education and training committee, chaired by Mary Lauzon.

"These workshops and seminars will provide a wide scope of valuable information presented by the finest instructors available. Specialists have designed each session to cover important union issues and day-to-day needs of CSEA members," Moore said.

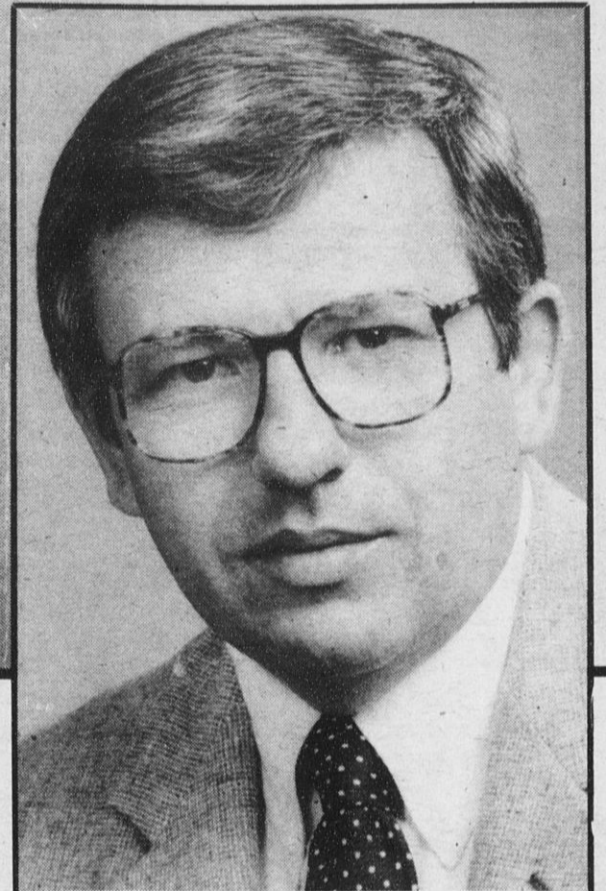
COMPLETE INFORMATION REGARDING ANY OF THE SUMMER-FALL PROGRAMS IS AVAILABLE BY CALLING THE CSEA CENTRAL REGION V HEADQUARTERS AT (315) 451-6330.

### LUTI TRAINING

Phase III of the summer series will be a Local Union Training Instructor (LUTI) program to be offered Aug. 12-16. This week-long workshop will be conducted by AFSCME staff members and the CSEA Education and Training Department. The purpose of the program is to offer education to CSEA members interested in learning to teach and assist locals and units in establishing a credible steward system for handling grievances and disciplinary procedures. Region V members interested in participating in the LUTI program may request applications through the Region V headquarters in Syracuse.

### SUMMER INSTITUTE

The Summer-Fall series begins July 23-26 with an Institute Workshop at Alexandria Bay. The three-day program will be open to regional officers and at least one officer from each local in the region. Featured topics will include "CSEA Resources," "Political Action," "Developing a Local Union," "Stress Management" and "Communications." Instructors from CSEA headquarters and Region V will conduct the sessions.



CSEA REGION V PRESIDENT Jim Moore—"We have always advocated a strong education and training program..."

### WOMENS SUMMER SCHOOL

For the past five years, Region V has sponsored one or two women to the Summer School for Union Women. The 1985 program will be from July 28-Aug. 2 at the University of Massachusetts, Amherst campus. Region V members interested in applying for the program should contact the regional office before the June 15 closing date.

### FALL WORKSHOPS

The following one-day workshops have been scheduled for the Fall:

Sept. 14—"Techniques Involved in Establishing Local Labor/Management Committees" — Potsdam, Syracuse, Binghamton

Oct. 5 —"Training for Local Government and School District Negotiating Teams" — Potsdam, Syracuse, Binghamton

## Summer training schedule

ALBANY—CSEA's Department of Education and Training has announced its schedule of programs for the next two months. Sessions slated for June and July are as follows:

June 18, 20 ..... Region III Officer, Level I  
June 22 ..... Region VI Steward, Level I  
Steward, Level II  
June 22-24 ..... Region II Region Weekend  
June 25, 27 ..... Region III Officer, Level I  
July 9, 16 ..... Region III Officer, Level I  
July 10, 17 ..... Region III Officer, Level I

July 11, 18 ..... Region III Officer, Level I  
I July 23-26 ..... Region V Summer Institute Workshop

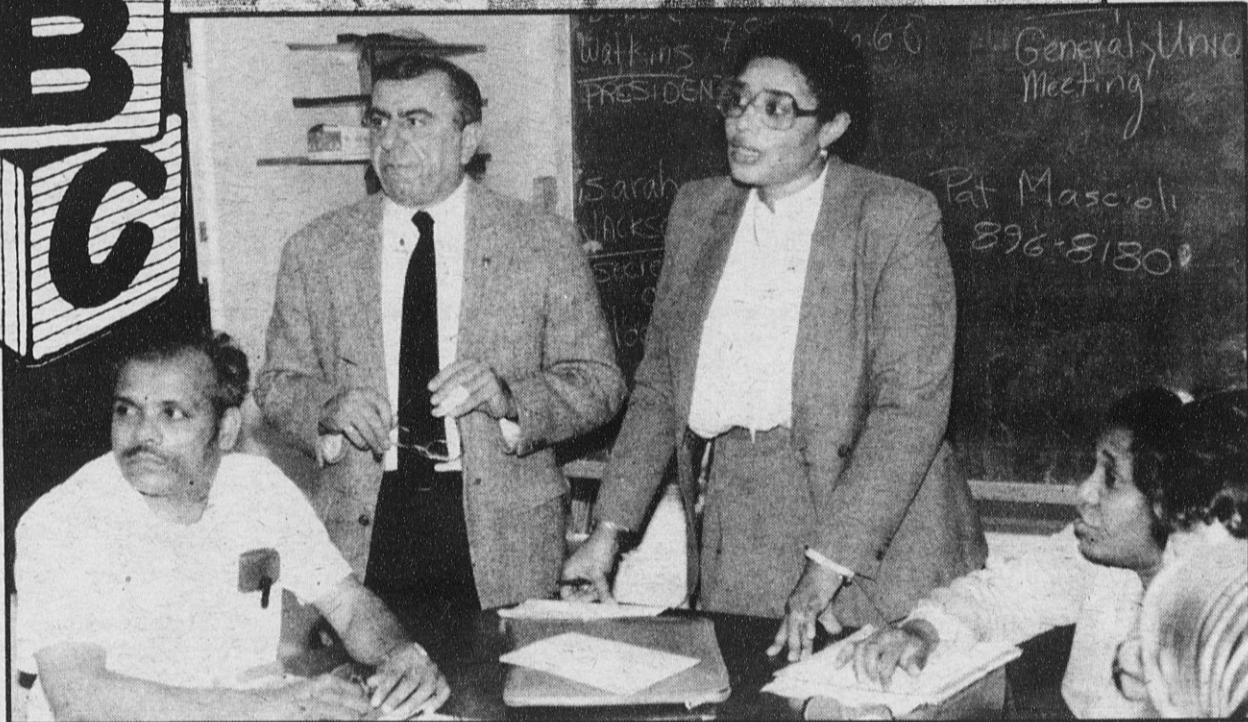
Programs previously scheduled to take place June 26 and 27 in Region IV have been cancelled.

Those interested in these offerings by the department should contact their local president. For input into the programs scheduled in a region, requests should be made in writing to the local president or the region's education committee.

# ENGLISH: As a second language it's not as easy as



## Employees at Letchworth Developmental learning how to cope with complexity of the language



CSEA REGION III President Pat Mascioli and Letchworth Local Secretary Sarah Jackson, standing, met recently with CSEA members enrolled in the "English as a Second Language" class. Mascioli and Jackson answered questions about the union and its function and discussed the new state contract.

By Anita Manley

CSEA Communications Associate

THIELLS — For a large segment of the American population, English is, at best, a secondary language. And that can spell problems on a day-to-day basis for anyone who either doesn't comprehend English or becomes confused at times with the complexity of the language.

But for many employees at the Letchworth Village Developmental facility here, an "English as a Second Language" (ESL) class is helping them on the job and to successfully participate in other educational programs that will also benefit them in their careers.

Letchworth CSEA Local 412 Secretary Sarah Jackson says the language class grew out of the realization that some therapy aides were failing their classes in medication, and losing their jobs, because of difficulty with the English language. "They had somehow managed to pass the test for employment, but it was too complicated for them to understand medical terms," Jackson said.

Jackson, who also serves as the Affirmative Action officer at the facility, discussed the situation with Director of Education and Training Tom Mulhern, and with the blessing of Facility Director Albert Robidoux, the two applied for and received a state grant to conduct an ESL class.

More than 40 employees registered after notices of the course were posted in Spanish and French. An instructor from Rockland Community College was hired, employees were given release time to attend the classes, and classes are now held four times a week.

Jackson said that while many education programs are available to employees, non-English speaking workers could not adequately participate because of the language barrier. She said she now expects that to change. "We want to see all the employees able to take advantage of our programs. Once they finish with the class, they'll be able to."

Any one wishing information on the ESL program may contact Jackson or Mulhern at (914) 947-1000.



LOCAL 412 SECRETARY Sarah Jackson, standing center, is flanked by Ramona Diaz, Quenida Martinez, Anne Payen and Georgina Castro. Seated are Joseph Samuel, Instructor Joan Lesikin, Mimose Morin and Lydia Medrano. Most of the students in the ELS program are French-speaking Haitians or Spanish speaking individuals.





THE LATE IRVING FLAUMENBAUM — CSEA's annual local government workshop is named in his memory.

# Local gov't delegates meet in Albany

Hundreds of delegates representing CSEA locals from throughout the state attended the annual Irving Flaumenbaum Memorial Local Government Workshop June 7-9 at the Americana Inn in Albany. The annual mini-convention for CSEA local government members is named in memory of the late Mr. Flaumenbaum, who was a long time CSEA activist and leader.

Delegates attended sessions concerning a wide range of subjects, including such topics as affirmative action, implications of state and federal budgets on local government, local government political action, workers' compensation, internal organizing and negotiating safety and health rights.

The program was presided over by CSEA Local Government Executive Committee Chairperson Mary E. Sullivan, who is also president of Herkimer County CSEA Local 822.



TAKING OUT SOME TIME for a talk are, from left: Sean Egan, Ulster County Local 856; Dolores Herrig, Oneida County Educational Employees Local 869; and Paul Burch, director of Field Services.

CIVIL SERVICE  
EMPLOYEES ASSOCIATION  
Local 1000, AFSCME, AFL-CIO  
*Irving Flaumenbaum*  
*Memorial*  
**LOCAL**  
**GOVERNMENT**  
*Workshop*



June 7, 8, 9, 1985  
Americana Inn  
Albany, N.Y.

# Local gov't employees need to lobby now against layoffs due to budget cuts

ALBANY — Federal budget cuts could very well spell l-a-y-o- f-f-s for CSEA members who work for local governments.

CSEA Budget Analyst Kathy Albowicz urged members attending the Local Government Workshop to get involved by lobbying elected officials and by learning how to prevent layoffs.

President Reagan's proposed budget would delete federal revenue sharing — a loss of \$461 million for New York state municipalities. "A lot of that money is used for police and fire protection," she said. "If that money goes, it's going to affect jobs. Cutbacks of that magnitude can't be absorbed by local government."

Albowicz says that State Controller has already warned local and municipal government budget officials not to include federal revenue sharing funds when tabulating their tentative budgets. "The problems are going to be serious and soon," she warned.

Layoffs are not a cost-effective measure, stressed Albowicz. She suggested that union activists obtain the recent CSEA Research Department report entitled "Layoff Information for Local Government Employees." The booklet, which discusses layoff prevention and alternatives, points out that unemployment insurance and welfare aid cost taxpayers precious dollars that should be paying for services instead of unemployed workers.

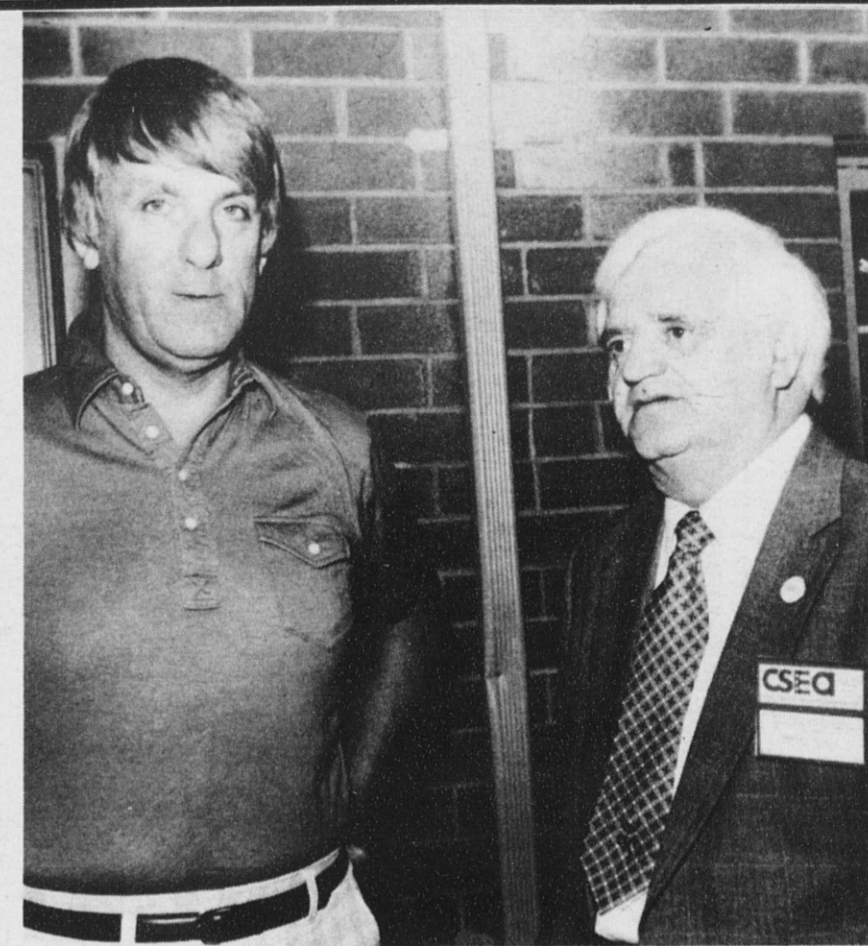
Preventive measures suggested include workforce planning, budget analysis, cost benefit analysis, communications and public relations, political action and negotiations.

What are the alternatives? Albowicz listed early retirement incentives, attrition and relocation, job search assistance, and the formation of labor/management committees to develop alternatives.



CSEA BUDGET ANALYST Kathy Albowicz

## CIVIL SERVICE EMPLOYEES ASSOCIATION Local 1000, AFSME, AFL-CIO Irving Flammenbaum Memorial LOCAL GOVERNMENT Workshop



REGION VI PRESIDENT Robert Lattimer with CSEA President William McGowan

## Timing yourself

ALBANY — "Time management doesn't always mean being busy or rushing," stressed CSEA Education and Training Specialist Peg Wilson. "It means making conscious decisions and choosing how to use time effectively."

Members attending Wilson's workshop — "Are You Scattered? How to Pull Yourself Together" — developed lists of time management tips and techniques.

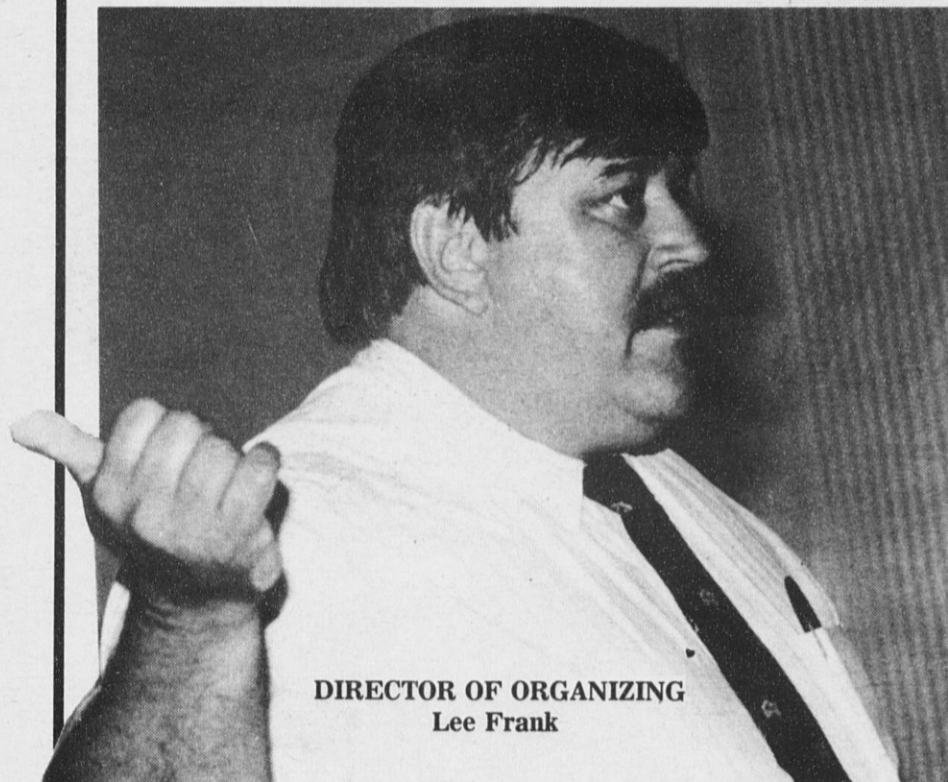
Suggestions included: set schedules, stop procrastinating, avoid perfectionism, start at the beginning, and leave time for some relaxation.

"Searching for excellence is fine. Searching for perfection is neurotic!" Wilson exclaimed.

Workshop participants will soon receive a workshop follow-up in the mail — from themselves. "I had each person write down three of the tips or techniques that they planned to incorporate into their lives," Wilson explained. "They addressed an envelope to themselves, and in a few weeks, I'll drop them in the mail."

"I find this method works out pretty well," she added. "People always say they're going to do something, but a reminder helps. Receiving that list in the mail can help motivate people to start getting organized, if they haven't already."

## How locals, units can win more members



DIRECTOR OF ORGANIZING Lee Frank

ALBANY — "Organizing means more than signing up new members and retaining current ones," CSEA Director of Organizing Lee Frank told delegates attending the Local Government Workshop. "It's also a positive approach to the development of the function and structure of units and locals in delivering services to the membership."

Frank suggested several innovative concepts to increase voluntary membership. "First, make membership special. Develop a newsletter for members only and use it as the first line of direct communication with the local or unit members. That publication will spark interest in what CSEA is doing for the members each and every day."

"Second, if you can make arrangements for members to benefit beyond the provisions of the contract—do it."

He suggested, "It may be a discount on optical services or dental services which the contract does not currently address, or it could be a discount on travel arrangements which attract the non-members into joining with the members who are benefiting in a special way due to their membership in CSEA."

Frank predicted, "With a positive attitude and a positive approach to the problem of membership recruitment and retention, CSEA will achieve its desire for positive growth."



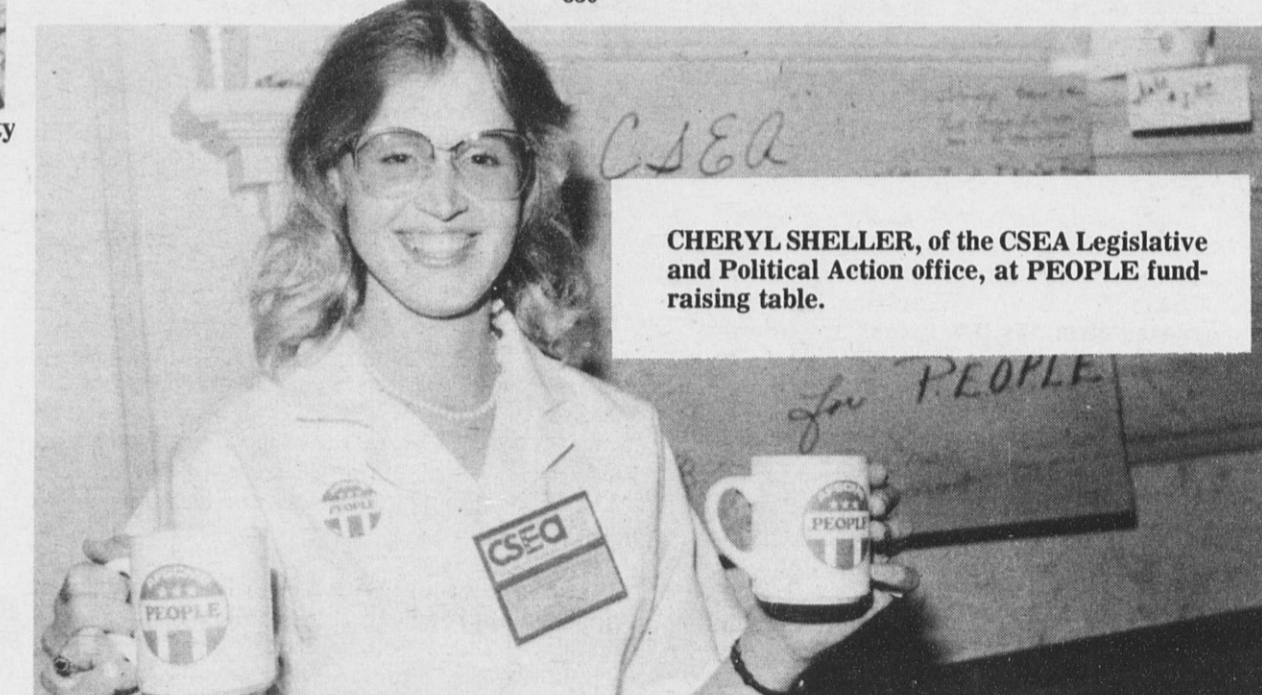
"CONVENTIONERS," from left: Kevin Wilder, Jefferson County Local 823; David Mayo, Allegany County Local 802; Flo Tripi, Monroe County 828; and state-wide Treasurer Barbara Fauser



LOCAL GOVERNMENT EXECUTIVE Committee Chairwoman Mary Sullivan of Herkimer County Local 822



CAROL COLEY and Louis Fleming of Nassau County Local 830



CHERYL SELLER, of the CSEA Legislative and Political Action office, at PEOPLE fundraising table.

## L/M: friend or foe?

ALBANY — "You don't just walk into the room and say, 'here are our demands.' It shouldn't be so hard core," said Sean Turley during a workshop presentation on "Labor Management Committees: Friend or Foe?"

Turley, a CSEA education and training specialist, said members appear divided as to the effectiveness of labor/management committees, but he said the perception is usually determined by

whether or not the two sides have a good or bad relationship.

"In order to have an effective committee you need commitment from both sides, written records, established guidelines that both sides will adhere to, and confidence in both parties," Turley said.

He further advised members to select a cross section of employees for the committee, and to have an agenda to work with.

CIVIL SERVICE  
EMPLOYEES ASSOCIATION  
Local 1000, AFSCME, AFL-CIO

*Irving Flaumenbaum  
Memorial*

**LOCAL  
GOVERNMENT**

*Workshop*



BETWEEN WORKSHOP PRESENTATIONS, CSEA staff members get together for a few moments of conversation. Pictured, from left, are: Region I Communications Associate Sheryl Carlin, Education and Training Specialist Sean Turley, and statewide Secretary Irene Carr.

## Getting respect

ALBANY — "I don't get no respect" is more than a Rodney Dangerfield line. It's a common complaint from union officers and activists.

In national public opinion polls, "Union reps rank way down there with used car salesmen and politicians," points out Bailey Walker, AFSCME's Assistant Director of Education. His workshop on "Gaining Respect as a Leader" focused on obstacles to respect and the relationship between respect and the exercise of power.

"To do your job as a union leader effectively, you need the respect of both your members and your management," Walker said. "And you have to overcome a number of obstacles that stand in the way of that respect."

Subordinate position of the union leader can be an obstacle in dealing with management. As Walker described: "When you meet with management, often you're walking into the boss's office. He's behind his desk, on his own turf. He still sees you wearing your 'hat' from your role as subordinate."

"But by law, you're an equal," he stressed. "Claim that for yourself. Act on the basis of that power. Remember you're there to represent the members, and act with confidence."

While member apathy can be a barrier to respect, it's no excuse in Walker's book: "Instead, it's a challenge. If my members are apathetic, what does that say about me as a leader? You can't accept apathy. You have to ask yourself 'What am I — what are we — going to do about it?'"

Walker advised the workshop participants to earn more respect by sharing their power. "The more you share power, the more you have," he said. "If you hold onto it and try to hoard it, it diminishes."



CSEA'S ASSISTANT DIRECTOR of Communications Melinda Carr makes a point to Helen Zocco, Dutchess County Local 814, left.



SCHENECTADY COUNTY LOCAL 847 members take a quiet break from the hectic schedule at the workshop. Pictured clockwise, from left, are: Barbara Kushnick, Saul Kushnick, Tony Teta, Frank Walendziak, and Lynne Walendziak.

# 'Crafty-ness' got her into a winners circle

## FamilyCircle

JUNE 11, 1985 VOLUME 98 NUMBER 8

53<sup>RD</sup> YEAR OF PUBLICATION

EVERY THREE WEEKS • NEXT ISSUE JULY 2/ON SALE JUNE 11

A New York Times Company

### Dutchess Co. member warms up magazine with sweater design



By Anita Manley  
CSEA Communications Associate

**POUGHKEEPSIE**—The way to a man's heart is through his...socks???

Well, according to Marjorie Sheehan it is! Sheehan, one of the craftiest CSEA members in Dutchess County, is a Food Stamp Examiner who taught herself to knit during World War II and proceeded to fashion 26 pairs of wool socks for her husband-to-be.

"I haven't made a pair of socks for him since," says Sheehan. But she has done plenty of other creative things and her skills have placed her as one of 50 U.S. and Canadian finalists in a contest sponsored by a special craft edition of Family Circle Magazine.

While Sheehan says the national contest is the first she ever entered, she had brought home numerous ribbons from the Dutchess County Fair in the past few years.

Creating original designs has been one of Sheehan's most enjoyable pastimes, so when she read about the Family Circle contest, which called for an original design in three different textures, she decided she'd like the challenge. The result was an exquisite cardigan sweater with a diamond pattern knitted in brown wool, beige mohair and tan Alpaca.

Sheehan says that for her it's really no problem to come up with an original design.

"I just adjust a pattern to suit what I want. I may follow the directions for a long-sleeve sweater but change it for short sleeves or no sleeves, and use different textures of yarns."

Many of her ideas for designs come from television, she noted.

"Did you ever notice the sweaters on the news commentators or on the soap operas? The sweaters on Dynasty are gorgeous!" she said, noting that she can just look at them and know what kind of yarn to use.

These days, Sheehan can be found knitting sweaters during lunch hours and days off in her daughter's yarn shop across the street from her office. "Terry likes retailing and I like knitting," said her mother. "We make a good combination."

Next September, Sheehan plans to return to teaching her craft parttime. She taught for five years before she went to work for Dutchess County and is looking forward to going back. "It's exciting to watch people advance," she said.

Patience, she adds, is the key for anyone wishing to tackle a craft like knitting or design.

"Read books, apply math and common sense, and have patience. Sometimes I think patterns were created just to drive a person crazy!"

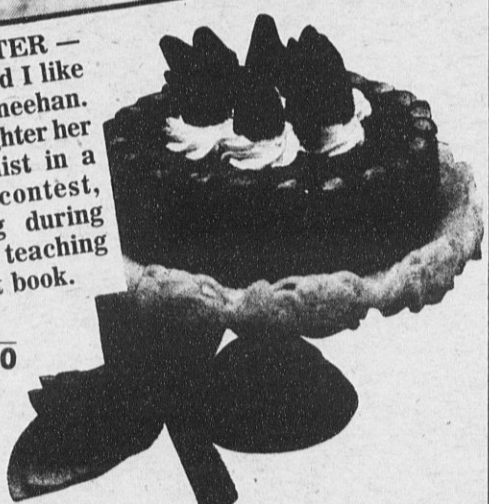
But not always.

"Knitting takes a lot of concentration and desire to be creative, but it can be the best therapy in the world," she says. "For me, it is."



SU  
27 M  
By M  
ART  
FAMI  
8 Sec  
By Fran

**Don't M**  
By Jane  
**MOTHER AND DAUGHTER —**  
Need Qu "Terry likes retailing and I like knitting," says Marge Sheehan. Here, she shows her daughter her latest creation. A finalist in a national magazine contest, Marge began knitting during World War II after teaching herself from a 10-cent book.  
By Bonnie  
TRUE-LIF  
The Hero  
By Gaylen  
The "You  
Car Care G  
By Al Ubell  
Plus do-it-yo  
page 166.



**Help Your Child Land A Great Summer Job** 70  
By Rosemary Black

**Surviving Breast Cancer: Is Mastectomy Obsolete?** 78  
By Ellen Switzer

## Putnam County dress code gets the boot

Judge rules for CSEA on IP

**CARMEL**—A dress code issued in June of last year to Putnam County employees must be rescinded as the result of a recent court order.

In an improper practice charge, Putnam County Unit CSEA members claimed that the "county unilaterally imposed a dress code on certain unit employees in violation of the Fair Employment Act."

But county officials argued that a clause in the present contract waived CSEA's right to negotiate this work rule. They also contended that the clause, which was carried over into the current contract, specifically stated that the county had the right to "hire all employees, promote, transfer, assign or retain employees and, in that regard, to establish reasonable work rules."

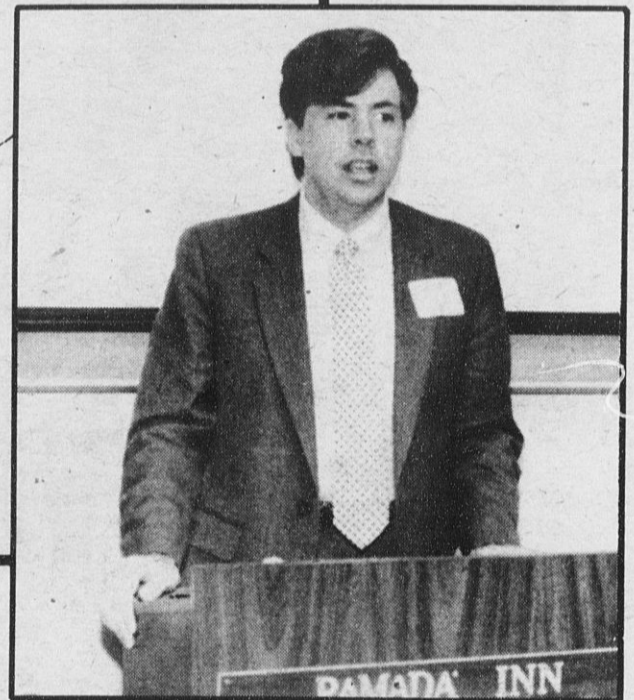
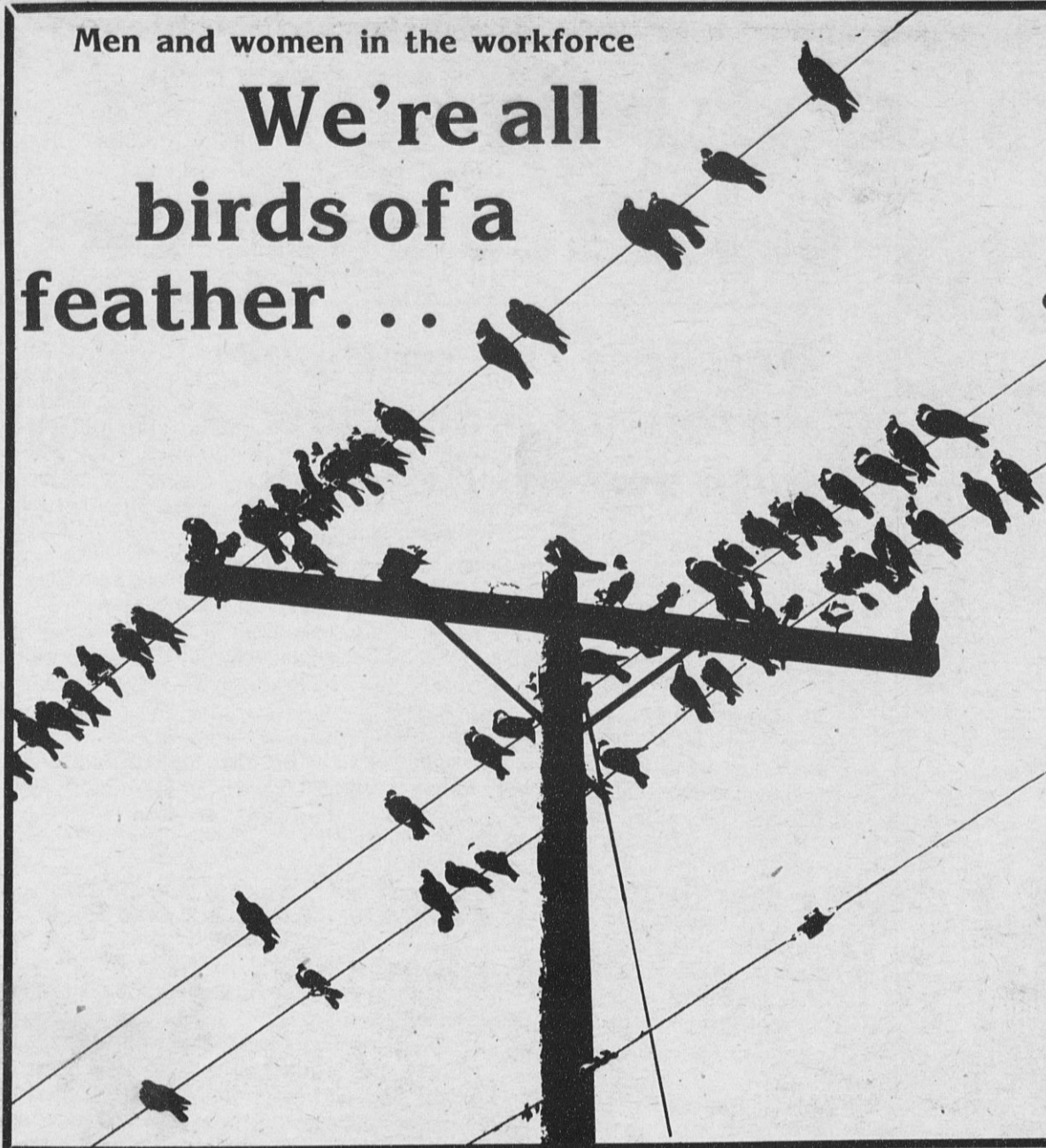
However, according to Administrative Judge John M. Crotty who reviewed the case, the contract entitled the county only to establish work rules concerning hiring, promotion, transfer, assignment and retention of employees. The clause doesn't not give the county the right to unilaterally impose work rules affecting "any other term or condition of employment," he said.

Crotty added that although the contract clause could very well exempt the county from an obligation to negotiate, it did not give Putnam County officials the right to change existing terms and conditions of employment.

Men and women in the workforce

We're all  
birds of a  
feather...

... except  
in the  
paycheck!



CSEA FIELD REP CHRIS LINDSAY

## Region III meeting addresses comp worth

**POUGHKEEPSIE**—Comparable worth. It's been called the "women's issue of the eighties," and, according to AFSCME Assistant Director for Women's Rights Cathy Collette, "It will probably take until the nineties to correct the inequities."

Collette addressed CSEA members attending the recent CSEA Region III Women's Conference, and said AFSCME has been attacking the issue for the past decade at least.

And, she noted, there has been progress. In Iowa, she said, \$10 million has been provided to begin correcting inequities. A recent win in the

city of Los Angeles resulted in a \$12 million settlement to provide 11 to 15 percent pay increases over and above contractual raises as corrective measures.

She said the biggest battle is the attitude of the Reagan administration. "They say we should move into higher paying jobs, like operating a bulldozer, to make more money. But we shouldn't have to change jobs to make more money."

Collette noted that two-thirds of women who work are single, divorced, widowed or married to men who earn less than \$18,000 annually.

Here in New York the battle has already been joined, according to Lois Haignell, assistant director of the New York State Comparable Worth Project for the Center for Women in Government. Haignell said a statewide study of job titles, in progress, includes a job analysis, a job evaluation and a salary component process to determine the extent of disparity.

CSEA Education and Training Specialist Peg Wilson discussed the progress in a local government comparable worth study involving four municipalities. "We are breaking the jobs down, looking at skills, effort, responsibilities, working conditions and value to the employer. We're looking at the pay differentials, wage gaps. Has the job been paid differently because it is traditionally held by a woman? Or a man?"

Region III Field Representative Chris Lindsay suggested referring to the issue as one of pay equity rather than comparable worth. He noted that one Rockland County town agreed to authorize a pay equity study after rejecting a proposal for a comparable worth study.



LOIS HAIGNELL



AFSCME'S CATHY COLLETTE



CSEA LEAP Program Director Tom Quimby discusses educational opportunities through the union with CSEA member Bonnie Pellino, an employee of Wassaic Developmental Center. Quimby conducted a seminar during Region III's Women's Conference.

## Breakthrough achieved in Los Angeles case

LOS ANGELES — AFSCME last month negotiated a "breakthrough pay equity settlement in municipal government" for 4,000 AFSCME members working for the city of Los Angeles as part of a new 3-year contract with the nation's largest municipality.

In 1981, AFSCME filed sex-based wage discrimination charges against Los Angeles, citing the city's wage structure which discriminated against employees in such female-dominated jobs as secretary, clerk typist, librarian, stenographer and accounting clerks.

In 1983, AFSCME presented a comprehensive comparable worth study to the city which documented widespread pay disparities between female-dominated jobs and male-dominated jobs in city government.

And in late 1984, the city council voted to begin pay equity negotiations with AFSCME, leading to the breakthrough settlement.

The Los Angeles pay equity settlement totals \$12 million and will be phased-in over three years in four increments, ending in July, 1987. In addition to the regular, across-the-board wage increase of 9 percent in the new contract, the agreement also provides pay equity adjustments of between 11 and 15 percent for most salary classifications in female-dominated jobs.

# Don't expect help from Reagan

## Keep reminding 'em

POUGHKEEPSIE—"We need to constantly remind society of our problems and our contributions, CSEA Statewide Secretary Irene Carr told participants at the recent CSEA Region III Women's Conference.

Carr said an active women's committee is very important and urged women to work with such committees. "Work with your coalition toward common goals," she said.

"Survey your women members," she advised. "Recommend they undertake projects, assist them with problem areas, and let your president know your interests."

WASHINGTON—AFSCME Director of Women's Rights Program Diana Rock says she sees growing opposition within the Reagan administration to eliminating sex-based wage discrimination as Congress considers action on a pay equity wage study among the federal workforce.

Rock noted three recent Reagan administration actions which are aimed at opposing pay equity:

- \* a report by the U.S. Civil Rights Commission opposing comparable worth;

- \* inaction by the Equal Employment Opportunity Commission on dozens of pay equity cases filed by working women with the agency;

- \* a recent decision by the U.S. Justice Department to intervene on the side of the employer in a pay equity suit filed by the Illinois

Nurses Association.

"The Civil Rights Commission report on pay equity is a blatantly political document," declared Rock. "Meanwhile the EEOC continues to 'warehouse' pay equity suits filed on behalf of thousands of working women. And, the Justice Department's plan to fight pay equity by joining the Illinois suit now officially puts them on record against eliminating sex-based wage discrimination."

Said Rock in remarks before the House Post Office and Civil Service Committee's Subcommittee on Compensation and Employee Benefits: "In spite of the Administration's opposition, numerous cities and states have shown leadership and conscience and have moved ahead to implement pay equity."

## Report "no surprise"

WASHINGTON—Labor and women's organizations sharply criticized the recent rejection by the U.S. Civil Rights Commission of the principle of comparable worth — equal pay for jobs of similar value — as a remedy for sex bias in the workplace.

The AFL-CIO called the commission's action "no surprise" because "the Reagan appointees who dominate the commission long ago signaled their intent to try to scuttle pay equity, just as they have sought to dilute and diminish legislative and public concern for civil rights in every other area."

National Organization for Women President Judy Goldsmith called the commission's report "an abomination" and "anti-women." She called the panel's majority "rightwing ideologues" who speak "only for President Reagan and the business interests who profit from discrimination."

The U.S. Chamber of Commerce, naturally, praised the report and called comparable worth a "fallacy" and a "misunderstanding of the marketplace and the law of supply and demand."

The report itself stated, "The implementation of the unsound and misplaced concept of comparable worth would be a serious error." It said employers could voluntarily agree to pay employees on the basis of comparable worth but that the government should not impose such a standard.



AMONG PARTICIPANTS in Women's Conference were, from left, Region III Women's Committee Chairperson Helen Zocco, Cathy Collette of AFSCME; CSEA Statewide Secretary Irene Carr, and Region III President Pat Mascioli.

# 'Lighting up their New ad campaign on care of mentally'

ALBANY — "For the thousands of mental health care workers across New York state, going to work every day means working hard to bring light into the lives of those who may have little."

This powerful message is the theme of a \$500,000 advertising campaign currently underway in New York state and jointly funded by labor and management through the State/CSEA Committee on Work Environment and Productivity.

The campaign was kicked off June 5 with a series of 60-second radio spots. Commercials, broadcast in English and Spanish, promote mental health care facilities as "a system built on care."

In addition both 30-second and 60-second TV commercials are being aired. They were filmed at O.D. Heck Developmental Center and Rockland Psychiatric Center.

Stanley Hornak, a CSEA communications associate, explains, "The TV spots are designed to show what it's really like to work with the mentally disabled. The message is that CSEA members care for the clients they serve and that is what really makes the system work."

One 30-second spot, for example, features an elderly gentleman. A TV announcer says "Meet Matt. He's 53 and mentally handicapped. He has no family, no friends to visit him. But there are people who bring light into Matt's life. Special people who care for the mentally ill and handicapped like Matt— the mental health care worker."

The screen shows "Matt" with a therapy aide. She brushes his hair. He responds with a faint smile while the TV announcer continues "Matt is part of the state's mental health care system. It's a system that works for New York. A system that does a good job. A system that's built on care."

The ad campaign runs six weeks. TV and radio advertising is reinforced by billboards and bus/subway posters.

Market areas covered include New York City, Buffalo, Rochester, Syracuse, Utica, Albany, Binghamton, Poughkeepsie, Plattsburgh and Nassau and Suffolk counties on Long Island.

## Message from McGowan, Hartnett

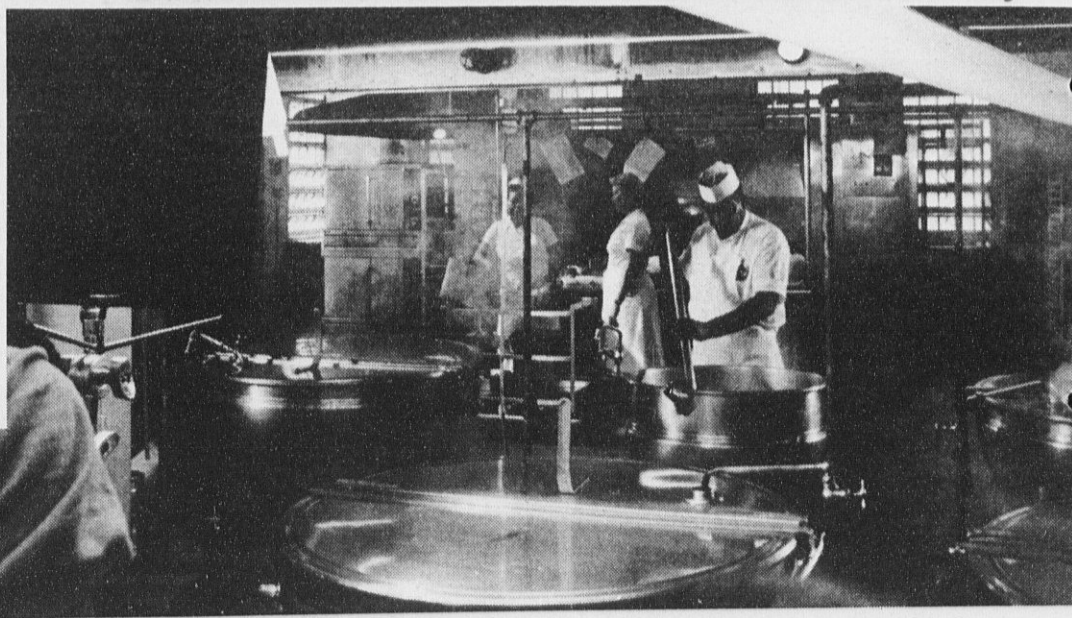
CSEA President William L. McGowan and Thomas Hartnett, director of the Governor's Office of Employee Relations, announced the campaign's kickoff on June 4. They had this to say in a joint press release:

"New York state's commitment to provide the very best care and assistance in a difficult and often emotionally charged environment is the message that we are taking to the people.

"Every day, 24 hours a day, holidays and weekends, dedicated employees are providing therapy and assistance to men, women and children who are retarded, geriatric handicapped and psychiatric development center clients. Many require assistance in even the most intimate daily care such as feeding, bathing, dressing and personal hygiene," they added.



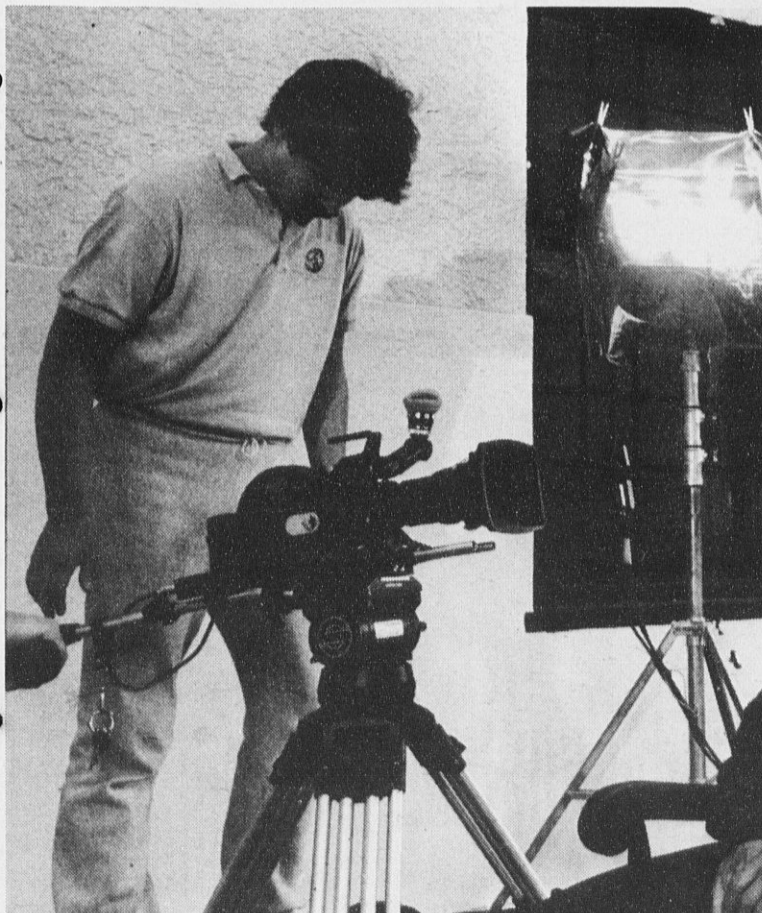
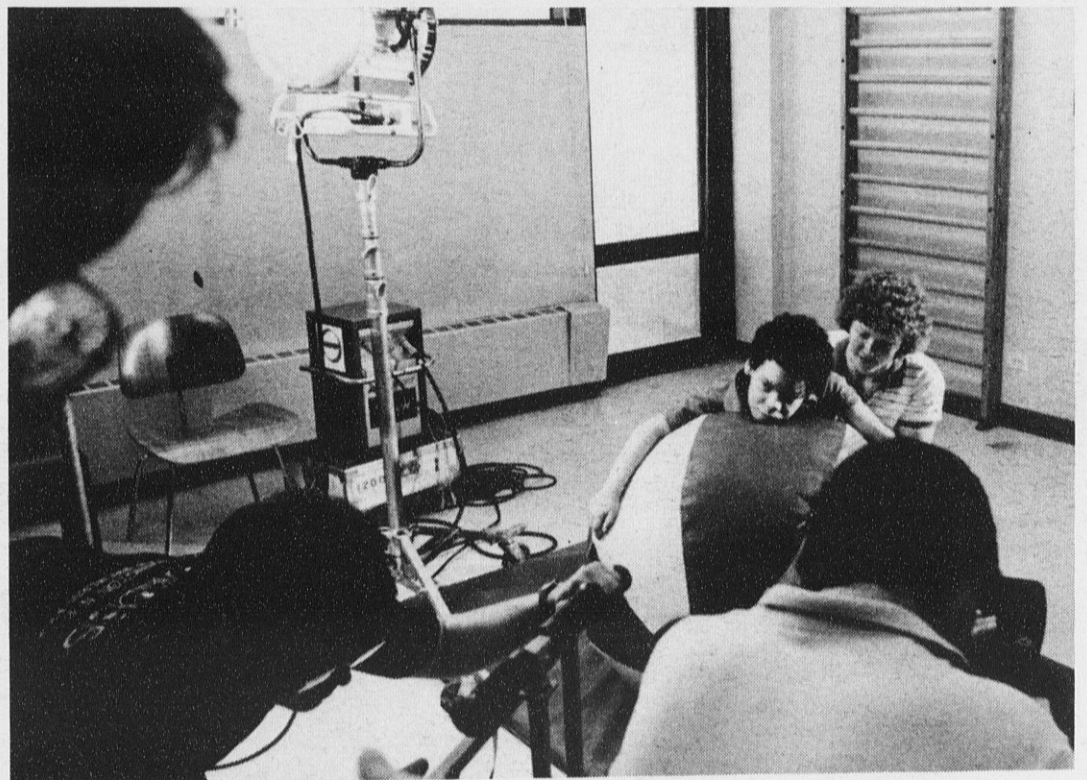
"MEET MATT" — Matt, 53 and mentally handicapped, is the subject of a 30-second TV spot which is part of the new advertising campaign. Above, Matt is pictured with a therapy aide.



# Lives'

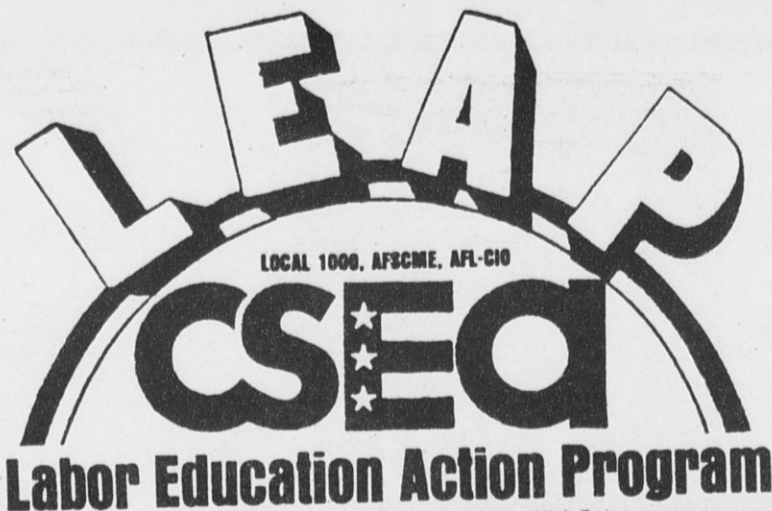
focuses

• ill



“The message is that CSEA members care for the clients they serve and that is what really makes the system work.”





LEAP is the Labor Education Action Program of the Civil Service Employees Association, offering tuition-free courses at two and four year public and private colleges, BOCES and various state facilities across New York state. LEAP is available to CSEA-

represented state employees in the Operational Services, Administrative Services and Institutional Services Units only. The courses are funded under Article 14 of the OSU, ASU and ISU contracts.

**CSEA's Labor Education Action Program (LEAP) has announced its 1985 Fall Semester of tuition-free courses for state employees in the Administrative Services, Operational Services and Institutional Services Units.**

**COURSE ANNOUNCEMENTS AND APPLICATION BLANKS**  
Your training office and your CSEA Local president will receive copies by June 21.

**COURSE SELECTION** This semester applicants will be able to specify one first choice and one second choice on the application. CSEA/LEAP will attempt to grant first choices whenever possible.

**FILING DEADLINE** Mail your completed application directly to CSEA/LEAP before July 23, 1985. Applications received after July 23 cannot be considered.

**FURTHER INFORMATION** Please consult your agency training office or your CSEA Local president if you have any questions. Or you may call the CSEA/LEAP office at (518) 434-8151.

**REMEMBER — Registration opens JUNE 21 for the Fall 1985 courses, and the filing deadline is JULY 23.**

# Reasoning with wranglers

Two Dutchess County workers use union know-how to solve disagreements in the community

By Anita Manley  
CSEA Communications Associate

POUGHKEEPSIE — Two CSEA members in Dutchess County are using their union skills to help county residents.

Carl Mathison, a Dutchess County probation officer and unit vice president, and Charlie Rexhouse, a maintenance supervisor with the Dutchess County Infirmary, have served as mediators with the Dutchess County Community Dispute Resolution Center since its inception in March of 1983.

Partially funded and supervised by the state Office of Court Administration, the center has served more than 1,400 county residents in its two years of existence.

According to Mathison, mediating a disagreement between a landlord and tenant, or two neighbors, or a consumer and a customer is not much different from mediating a labor/management dispute.

"Very often, a grievance means that two people are mad at each other. It's better to sit down, find out what the problem is and come up with a solution that both parties will be happy with. You have to identify the problem in order to identify the solution," said Mathison. "If two people walk out with an understanding of each other, you have accomplished something."

He noted also that courts can't always solve disputes. "Courts don't serve the people," he said. "They serve the law." Court calendars are seriously overcrowded and if two parties are willing, mediation will resolve the problem more quickly and satisfactorily."

Sometimes the problem is quite simple. In one case, a man had contracted with an electrician to do some wiring. The customer had paid for the job, but the electrician never returned to complete the job, nor did he ever return the

customer's phone calls.

"We discovered that the electrician had problems contacting the inspector, so the electrician and the customer got together to fight the underwriter bureaucracy and both got what they wanted and were perfectly happy."

In another case that Rexhouse resolved, two mothers became involved in a dispute between their sons over a bike. "When I was raising my children," said Rexhouse, "I always stayed out of their fights."

In the end, Rexhouse convinced the boys to resolve their differences themselves. "I kept telling the boys that they were smart kids and I talked the older one into repairing the damage he caused."

"You feel good when you reach an agreement," said Rexhouse.

In fact, said Mathison, the agreement is legally binding, and best of all, the compliance rate is high. "People tend to comply better with agreements that they have been a part of."

It is important to point out here that the mediator is not an arbitrator, they said. Project Director Marlene Israel says "We are here to help the two parties reach an agreement. We are not arbitrators and we don't have the authorization to make decisions."

Of Mathison's and Rexhouse's involvement, Israel says that their union background is valuable to the project. "They are both sensitive to the dynamics of negotiation," she noted.

Israel says that in addition to mediation, both participants have helped with initial intake of clients, have led meetings of the group and trained volunteers. "They're both articulate and have expanded their roles with the center."

Training sessions are intense, and take about 25 hours crammed into a weekend. Role playing, presentation and theory and "a lot of exercises in listening" are used as teaching tools, Israel says.

What are the qualifications for a mediator? Mathison lists objectivity, sensitivity and "chutzpah" as a few.

Anyone wishing more information on the Dutchess County Project should call (914) 471-7167 or (518) 473-4160 for information on similar projects throughout the state.

"Doing this is just an extension of what CSEA is all about—serving the community," said Mathison.



CARL MATHISON



CHARLIE REXHOUSE

## Her viewpoint was a little off

QUEENS VILLAGE — It was a matter of perspective.

An arbitrator has dismissed charges of patient abuse leveled against a 21-year veteran MHTA at Creedmoor Psychiatric Center because his accuser misinterpreted the incident that she saw.

The MHTA, Albert Stroud, who had an unblemished record, was alleged to have pulled the hair and forcefully directed a patient in a food line, according to the testimony of a professional staffer. But CSEA pointed out a number of inconsistencies in the

testimony that made it clear she was mistaken.

What happened was that Stroud was lining up 30-40 patients in a special diet group. The patient in question did not belong to the group but thought she did. According to Stroud, it was not the first time she had tried to join in. In moving her aside, Stroud placed his hands on the patient's shoulders.

The accuser, who stands only five feet tall, observed the action from a distance as it took place in the middle of a large group. She apparently viewed

it partially and misunderstood. The union did not question the sincerity of the professional in stating what she believed she saw.

But, at no point in the follow-up investigation did the patient claim that her hair had been pulled. Nor was there any evidence of injury. None of the other witnesses to the incident recalled any hair being pulled. Presented with a full explanation and testimony, the arbitrator agreed that the facts presented a very different story of the incident.

# New York's armories: *their arsenal of activities includes housing homeless*

By Stephen Madarasz  
CSEA Communications Associate

NEW YORK CITY — They are the arsenals of democracy. But New York City's State Armories not only house Region II's National Guard, they shelter thousands of homeless men and women.

"It makes our job a little different, but we can still do it," says Local 254 President Roy Seabrook, who represents more than 100 maintenance workers at the region's 14 armories. Six of those locations are indefinitely in use as homeless shelters.

Although about 250 homeless women live and eat at Seabrook's Flushing Armory worksite, he contends that his crews have little contact with them. That's because they are the responsibility of the City's Human Resources Administration. "HRA's housekeeping staff cleans up after them, and there hasn't been any problem for our people. Our main concern is keeping up the appearance of the place and we've been able to do that."

Still, in spite of appearance, Seabrook admits the shelter has not been without controversy in the community. "It's like break-dancing in a minefield whenever you operate a facility like this—somebody is always going to be upset."

Not surprisingly, some concern has been heard about housing the homeless in the same place where military weapons and ammunition are stored. "That's a ticklish thing," adds Seabrook, who points out that the city has its own security force manning the facility around the clock.

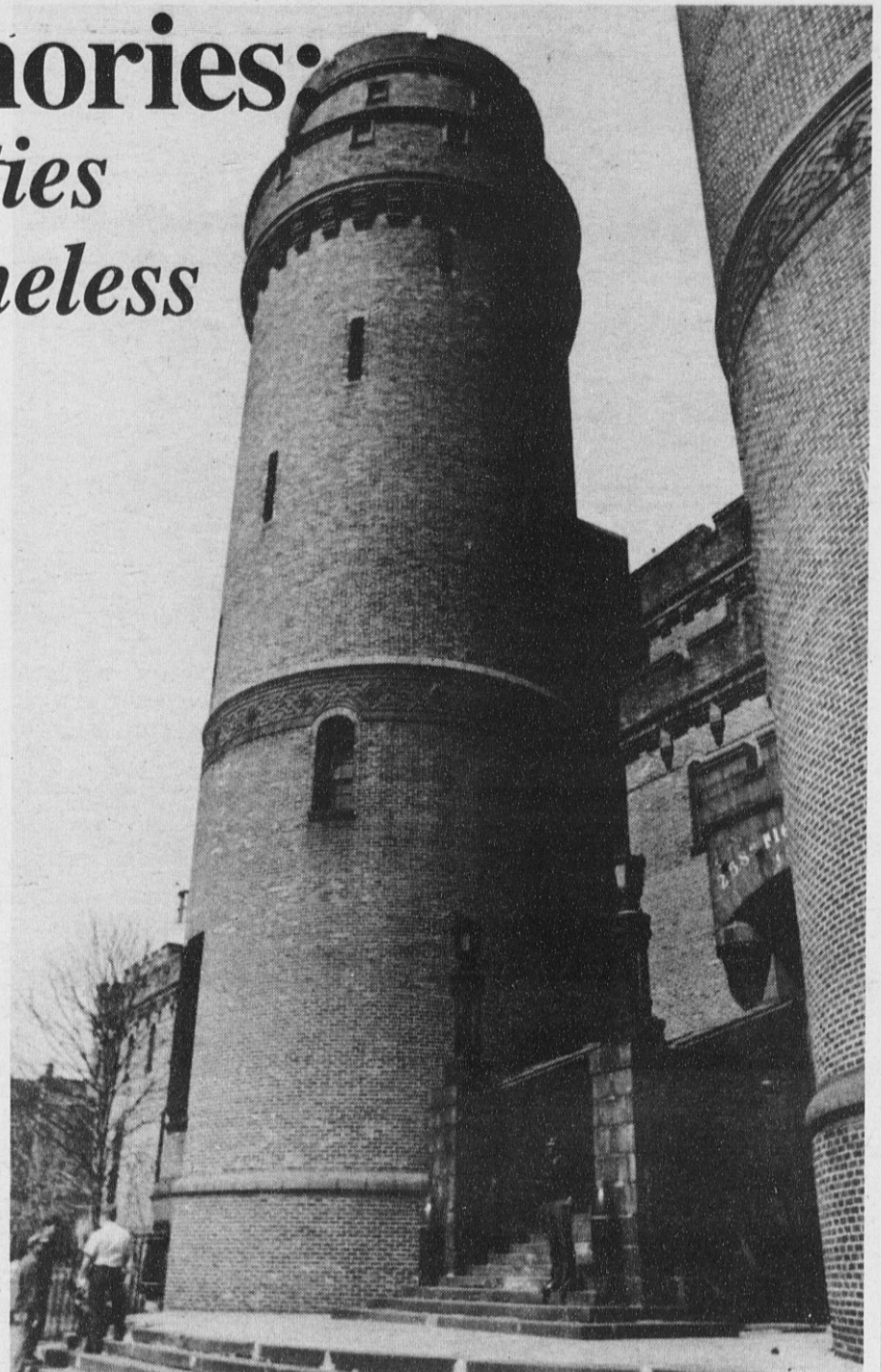
The operation of the shelters has also created some other changes for the armories. Seabrook says that in some cases, the military has shifted its training to other locations. Some of the armories have also eliminated all public activities such as dog and cat shows, flea markets, and non-profit programs.

But if the problems at the Flushing Armory have been minor, that is not always the case at other locations. For example, employees at the Bedford Armory in Brooklyn report being disturbed in their work by homeless residents who panhandle throughout the building.

"They come in drunk and abusive — sometimes they even wander into our office," claims one member. "They ask for the time, money, cigarettes, and if you refuse they get physically abusive."

He goes on to say that many of the 425 homeless men are mentally and physically sick, which adds to the employees' concerns about working with them.

According to CSEA Field Representative Al Sundmark, efforts are being made to keep the homeless isolated from CSEA members at work at all



locations. "The superintendents have to do their job. It appears the city will continue to run the shelters in the armories for the foreseeable future. We just have to make sure the arrangement doesn't hurt our people."



LOCAL 254 PRESIDENT ROY SEABROOK in his office at the Flushing Armory. Members at six of the Metropolitan Region's 14 state armories work around the thousands of homeless men and women who are being housed by New York City with the state's cooperation.

## Roberto Clemente no fun park anymore

BRONX — Is it a park or is it a shelter?

That's CSEA's question about Roberto Clemente State Park. One weekend, the state gave the city permission to use the facility as a temporary emergency for families that had been burned out or evicted from their homes. That was nearly two years ago.

Although there has been a consistent turnover in that time, the main gymnasium remains filled to capacity with hundreds of cots. Looking much like a refugee relocation center, the facility has been able to provide only a few programs and limited access to the community it was originally built to serve.

The concept of Roberto Clemente as an urban state park was to offer organized recreational opportunities to inner city youths. While CSEA members have worked hard to maintain programming—at times going into the community itself—use of the park has dropped off since the shelter opened.

Although several alternative locations have been put forth for housing the families, the city administration has dragged its feet in dealing with the situation. "Nobody wants to put these people out on the street," says CSEA Field Representative Alan Jennings. "But this has been a 'temporary' arrangement for nearly two years. In the meantime, the community is being deprived of an important resource."