



TOM KANE — a concessionaire who makes no concession to his handicap. See page 2.

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GWYN CLARKE — an activist who's making her mark in Brooklyn. See page 12.

McGowan calls for one cent contributions to send gov to PCB well

Carey's 'childish' comments on chemical hazard blasted

ALBANY — How many state employees out there would like to help Gov. Carey finance a trip to Binghamton so he can "drink a glass of PCBs?"

If you would like to help, perhaps you would like to contribute to CSEA's Hugh L. Carey Toxic Waste Disposal Fund. It only takes one penny and you'll be helping the governor solve a major environmental problem.

The tongue-in-cheek fund was created by CSEA President William L. McGowan last week after the governor told a stunned Capitol press conference that the situation at the Binghamton State Office Building had been "overblown" because of "the union."

A February 5 transformer explosion and fire spread toxic polychlorinated biphenyls (PCBs) throughout the 20-story building. Just a week ago, experts also found the even more dangerous toxin "dioxin" in soot spread throughout the building by the fire. State employees were reassigned to temporary facilities beginning on February 6 while the PCB clean-up operation began, but when the dioxins were found, the volunteer clean-up crews were removed and the building was sealed. A team of international scientists is being assembled to figure out what to do next.

But during a March 4 press conference, the Governor was asked about the problem and replied, "I hate to say it, but somebody went amok in Binghamton." The Governor then proceeded to criticize his own administration for "overreacting" to the problem and blamed the response on the union, "Now we've got to satisfy the union," the Governor said, "which can withhold its services until it's well satisfied."

It was then that Carey offered to go to Binghamton, "drink a glass of PCBs and then run a mile." He followed with an offer to take some vacuum cleaners, "a few good hands" and do the clean-up job himself.

"If the Governor wants to drink a glass of toxic chemicals, that's his business," commented CSEA President William L. McGowan. "We feel that we should help him get his wish without providing any additional financial burdens upon the taxpayers."

To help finance the "trip," McGowan told reporters that CSEA would ask union members to send one penny each to CSEA Headquarters which would be sent to the Governor to underwrite the cost of his Binghamton trip. "If he is foolish enough to do it, we're mad enough to help him," the union president said.

On a more serious note, Mr. McGowan said he was shocked and angered by the statements. "Exposure to high doses of PCB or to low doses over a prolonged period may be a significant health hazard for people," he said. "Instead of making bad jokes, he should offer a prayer of thanks that this building was unoccupied when the accident occurred or we would be dealing with an entirely different kind of crisis right now."

CSEA has been meeting with state officials concerning the Binghamton accident and another incident involving a PCB fire adjacent to the state's Alfred E. Smith Office Building in Albany. In the latter incident, the state says tests revealed no serious PCB contamination, but they didn't do any tests until after they sent employees back into the building.

After complaints about its actions, the Office of General Services told Mr. McGowan written guidelines would be issued immediately directing facility managers not to send employees into any state facilities if the safety of the facility is in question. As an added precaution in the Albany incident, CSEA and the state are jointly participating in a monitoring program at AESOB to independently confirm the safety of the building.

"The safety of state workers and the environmental accident at Binghamton are no joke to this union," President McGowan concluded, "and I am sure our members resent the Governor's childish remarks."

Mr. McGowan said that any pennies received to help underwrite the Governor's trip to Binghamton will be delivered to the Governor's Mansion to let him know how public employees felt about his remarks.

Union raps Utica-Marcy transfer as 'unwise,' state suspends bids pending more investigation

In a move to halt the proposed turn-over to the private sector of the Utica-Marcy Psychiatric Centers laboratory, CSEA President William McGowan has issued a letter to Mental Health Commissioner James Prevost requesting any plan to change lab management be reconsidered.

And at press time it was learned that the Utica-Marcy administration has been directed by the state Office of Mental Health to suspend any action on bids from potential lab managers pending further investigation into claims submitted to the state in the McGowan letter.

The proposed turn-over was first brought to the attention of Central Region President James Moore by John Giehl, President of Local 425 at Utica Psychiatric Center.

In a meeting with Giehl and concerned lab employees, Moore called for an immediate investigation by the CSEA Research Department in Albany. A research study was completed and submitted to President McGowan.

The McGowan letter to Commissioner Prevost in part said the closing of the Utica lab was "an 'unwise move' and after a careful study of the facts, CSEA was unable to determine that there would be a savings to the State and was concerned with a possible 'detrimental effect on other jurisdictions which have made use of this laboratory in the past.'"

The McGowan letter further stated that the Utica lab now receives more than \$20,000 annually from Oneida County and the towns of Kirkland and Whitestown for services.

It also questioned what would happen to the present exchange program

between Rome Developmental Center and Utica Psychiatric Center, since any future testing done for Rome D.C. at Utica P.C. would have to be contracted out.

CSEA research also contended that current operating costs for salaries and fringe benefits of the lab personnel have been overestimated by approximately \$33,300 — which would further inflate the projected savings.

The letter also pointed out that the Utica-Marcy Centers would still be required to bear the costs for fuel and utilities of the laboratory building if the successful bidder exercises an option to occupy the current lab under a temporary State permit.

In closing, McGowan said, "In consideration of the above possibilities, it is very doubtful that the closing of the Utica-Marcy laboratory will ultimately be in the best interest of the Office of Mental Health and the surrounding jurisdictions which make use of the laboratory."

Regional President Moore also expressed his deep concern. He has requested Utica Psychiatric Center Local President Giehl to closely monitor any further action by the administration to "dump" the lab operation in the hands of a profit-seeking private concern.

"I believe CSEA's extensive research has proved the operation of the lab can continue to offer useful service to the Utica-Marcy Psychiatric Centers, a number of surrounding communities, and do it efficiently at a minimum cost. When all facts were weighed, CSEA found no sound reasons for the State to turn over the operation to a private firm," Moore said.

For Tom Kane, a customer is more than just a face in the crowd . . .



By Dawn LePore

BUFFALO — Tucked behind a marble corner in the lobby of the Donovan Building, the concession stand is doing its normal brisk morning business.

One after another, the customers approach the counter with a "Hi, Tom," and a few tidbits of news.

Tom Kane, a member of Buffalo CSEA Local 003, greets each of them by name and quickly reaches for their cigarettes, papers or candy, often before they've even told him what they'd like. Just as quickly, change is made and the next request is filled.

"Hi, Darlene. You want the usual today?" he asks, turning for a pack of Salems, stacked in a slim row among a few dozen other brands.

Then grabbing a quiet moment between customers, he steps out to restock the snack display in front of the booth and hurries back to sell a morning paper.

It takes a few moments to realize that Tom Kane is blind.

After serving with the Marine Corps during the Korean War, Tom



LOCAL 003 MEMBER TOM KANE, left, takes a break from his busy workday at a Buffalo concession stand to talk about his handicap. A friendly fellow, above, Tom is on a first-name basis with most of his customers. After 12 years, they have all come to know and love his special way of doing business.

returned home only to lose his sight in an auto accident in the early 60's. But he is not a bitter man.

Handsome at 46, one is surprised to learn that he never married.

"No, I take care of Mother," he says, smiling.

Tom has been manning the stand in the state office building for the past 12 years. Before that he did the same thing over at City Court, City Hall and the Roswell Park Memorial Institute.

"I know most of my customers by the sound of their voices," Tom says. "All they have to do is say 'Hello'."

It is clear by his smile that he enjoys his work. Every inch of the stand has a clear place in his memory. Twice each week he orders his stock.

Just before Christmas, Tom noticed someone was pilfering cigarettes so he set a trap — a mouse trap — inside an open carton of the thief's favorite brand. Within a couple days a snap and a yelp revealed he had caught his thief.

With the help of some state employees who were standing nearby, police were able to apprehend the man several blocks away from the building.

"He pleaded guilty so I never even had to go to court," he said.

That incident aside, Tom insists that this stand is the most trustworthy he has ever operated.

"They are good people here," he says. "They all know me here. And I know all of them."

Takeover rumors at Central Islip false

CENTRAL ISLIP — James Forsyth, president of the CSEA Central Islip Psychiatric unit, is warning CSEA members and employees not to listen to rumors about an incipient take over of the facility by an outside institution.

The source of the rumors was a story carried by "Newsday" that the New York Institute of Technology, a Westbury-based vocational college, had made a proposal to purchase several buildings on the Central Islip grounds. Since the "Newsday" article appeared last week, stories have been circulating at Central Islip, Kings Park, and Pilgrim Psychiatric Centers that the closing of Central Islip was imminent.

"CSEA — including myself, Regional President Danny Donohue and the CSEA Mental Hygiene Task Force — has met with the Mental Hygiene Department here on Long Island and in Albany is following developments closely," said Forsyth. "The New York Institute of Technology proposal is not new: it has been around for at least four months. The Department of Mental Hygiene has not yet decided to formally consider the proposal and has not made plans either to accept or reject it. Nothing has been decided."

Forsyth said the CSEA had made known to the Department of Mental Hygiene the union's concerns about the proposal. "We told them we would take any action, legal and other, to protect our members' jobs. We will continue to follow developments and will keep our members informed."

He said the union will distribute flyers with up-to-date information when, and if, anything new occurs.

Evaluation sessions continue

ALBANY — The third phase of the continuing performance evaluation training is scheduled to begin in mid-March, with 24 sessions being conducted around the state.

Attending will be more than 700 Local presidents, their designees on appeals boards and labor/management committees, and Region staff members.

According to Marty Langer, CSEA's representative on the Committee on the Work Environment and Productivity, this phase of the training will focus on two aspects of the evaluation process.

"The first will be reinforcement sessions for CSEA officials in need of additional appeals and labor/management training," Langer said. "We had requests for this continued training and the monitoring and appeals processes following our last round of sessions. Specifically, we will be basing these reinforcement sessions on actual experiences that have been encountered, and we'll tailor our discussions to local conditions as much as possible."

The second part of the training will deal with task identification and the development of performance standards on which employees will be evaluated.

"The State will also be training their supervisors beginning this month and hope to finish before the next big round of evaluations," Langer explained.

"We'll be using precisely the same information in our training session as the State will be using in theirs. But in addition, we'll be discussing what problems to look out for and types of abuses that our people should be aware of."

Blue collar workers still in negotiations

Suffolk white collar unit accepts pact



MEMBERS OF THE SUFFOLK COUNTY LOCAL 852 negotiating committee include, from left standing, CSEA Field Representative Irwin Scharfeld, Kenneth Horsford, James Pier-sant, President Ben Boczkowski, Dorothy Victoria, Gary Taibbi; sitting, Rose Orenda, Preston Singer, Barbara Rotunno, George Kirokos and Al Mirani.

HOLTSVILLE — Suffolk Local 852 blue collar employees voted down a one-year contract with Suffolk County on February 27 but the white-collar employees voted to accept it.

According to Local 852 President Ben Boczkowski, the white-collar agreement will go into effect, pending approval by the Suffolk County Legislature. Meanwhile, Mr. Boczkowski said, the collective bargaining process as provided by the Taylor Law will continue for the blue collar unit. A meeting had been called last week for all blue collar unit presidents to discuss negotiation strategy.

There were approximately 8,000 ballots mailed out to CSEA members according to Mr. Boczkowski. Of the 5,656 ballots returned, 394 were declared void by election officials leaving a total of 5,262 ballots that were counted. The white collar voters approved the contract 2,081 to 2,025 while the blue collar voters rejected the contract 610 to 546.

Under the terms of the white collar contract, raises will average 10.5 percent according to Irwin Scharfeld, CSEA field representative.

Chemung unit charges attorney delays talks

ELMIRA — Chemung County management and its labor negotiator recently came under fire when the County Unit of the Civil Service Employees Association (CSEA) accused the \$27,500 consultant with excessive delays over the current six months of contract talks.

A spokesman for the 600-member unit of Chemung County Local 808 indicated that Richard H. Wyssling, an attorney hired by the County to negotiate a number of contracts, has frequently been unavailable for negotiations due to an overloaded schedule.

According to Robert W. Allen, Unit President, "In addition to the many delays in negotiations, he (Wyssling) has assumed a take it or leave it attitude, totally devoid of the spirit of fair bargaining, and has implied that the eventual outcome will be an imposed settlement by the County of Chemung."

"We are now awaiting the Fact Finder's report," Allen continued, "and are hopeful it will force the County negotiator to return to the table and bargain in good faith. If Mr. Wyssling thinks he can break the Union by threats of an imposed Legislative settlement, he is mistaken. His attitude is making us stronger, more determined than ever to fight for a fair and equitable contract."



LOOKING OVER the final draft of the four-year East Ramapo School District contract are, from left, Unit President Jack Schwartz, Collective Bargaining Specialist Manny Vitale, District Negotiator Richard Crabtree and Unit Member Gus Certa.

Honor brunch for Betty Duffy

WEST BRENTWOOD — A brunch in honor of retired long-time CSEA activist Betty Duffy will be held at Colonie Hill in Hauppauge at 11 a.m. on April 5.

Local 418 First Vice President Jean Frazier said the tickets are \$10 and the closing date for reservations is March 20. For additional information, contact Local 418 at (516) 231-5577.

Ms. Duffy, who retired from State service earlier this year, is a former Pilgrim Psychiatric Center, Local 418 president, member of the statewide Board of Directors and secretary of the CSEA Mental Hygiene Presidents Committee.



Betty Duffy

Ramapo unit 'very satisfied' with new four-year contract

SPRING VALLEY — The 100 CSEA members who form the East Ramapo Central School District Unit have overwhelmingly ratified a new four-year contract, according to Unit President Jack Schwartz who added, "and most importantly we were able to reach an agreement which still allows for increments."

Schwartz indicated the membership is "very satisfied" with the pact which provides: annual wage hikes of seven percent, plus increments; longevity awards after 10, 15 and 20 years service; preference in making promotions based on seniority; \$5.00 meal allowance paid for each consecutive four hours of mandatory overtime worked; uniforms also issued to security aides; increase of at least one increment granted when employee promoted and moved to higher classification; summer hours during July and August; guaranteed minimum two hours pay when called in before or after regular workday, weekend or holiday; increased tool allowance for bus mechanics, and absences due to injury or illness not charged against employee's personal leave when judged compensable under the Workmen's Compensation Board.

Negotiations were led by Collective Bargaining Specialist, Manny Vitale, assisted by Schwartz, David Goldberg, Rita Glassman, Kenneth McLeon and Gus Certa.

Calendar of EVENTS

March

- 11—Long Island Region I EAP seminar, 9 a.m.-5 p.m., Holiday Inn, Hauppauge.
- 11—Hudson Valley Armory Employees Local 252 Meeting, 1 p.m., Newburgh Armory, 355 South William St. Newburgh.
- 12—Saratoga County Local 846 shop stewards meeting, 5 p.m., Solar Building, High St., Ballston Spd.
- 12—Rockland Psychiatric Center Local 421 meeting, 4:45 p.m., Social Hall, Catholic Chapel, Rockland Psychiatric Center.
- 13-14—Western Region VI meeting, Rowntowner Motor Inn, Rochester.
- 14—Vestal School Unit, Broome Educational Local 866, dinner-dance, 6 p.m., St. Mary's Hall, Baxter Street, Binghamton.

- 16—Capital Region IV membership meeting (dinner), 5:30 p.m., Best Western Thruway House, Washington Ave., Albany.
- 17—Saratoga County Local 846 Executive Committee meeting, 7 p.m., Solar Building, High St., Ballston Spa.
- 17—Hudson River Psychiatric Center Local 410 meeting, 8 P.M., Conference Room (1-A), Cheney Building, Hudson River Psychiatric Center.
- 18—Buffalo Local 003, General Membership Meeting, 5:30 P.M., Buffalo Aud Club.
- 18—Nassau County Local 830 Executive Committee meeting, 5:30 p.m., Salisbury Inn, Eisenhower Park, East Meadow.
- 19—Long Island Region I Clerical, Secretarial Seminar, 7-11 p.m., Holiday Inn, Hauppauge.
- 22-24—CSEA Delegates Meeting, Syracuse.

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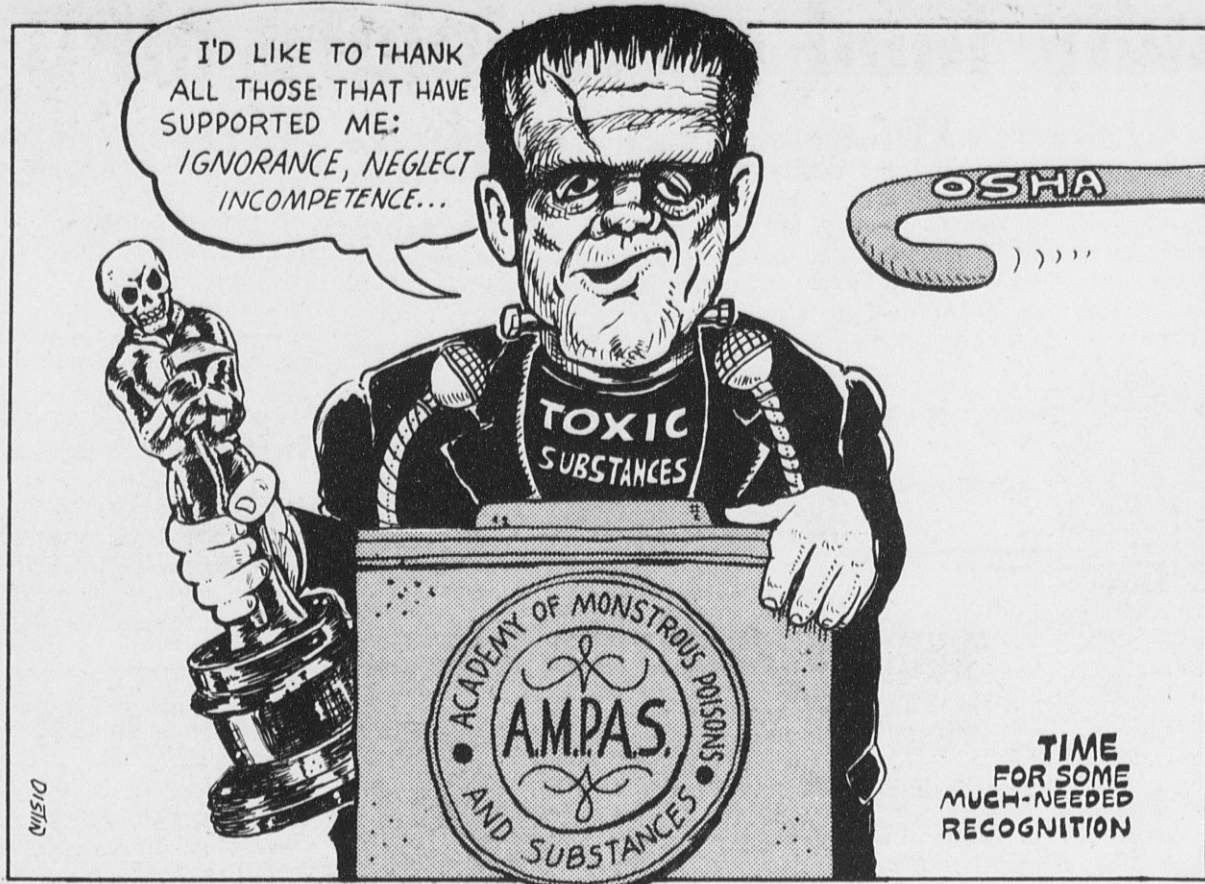
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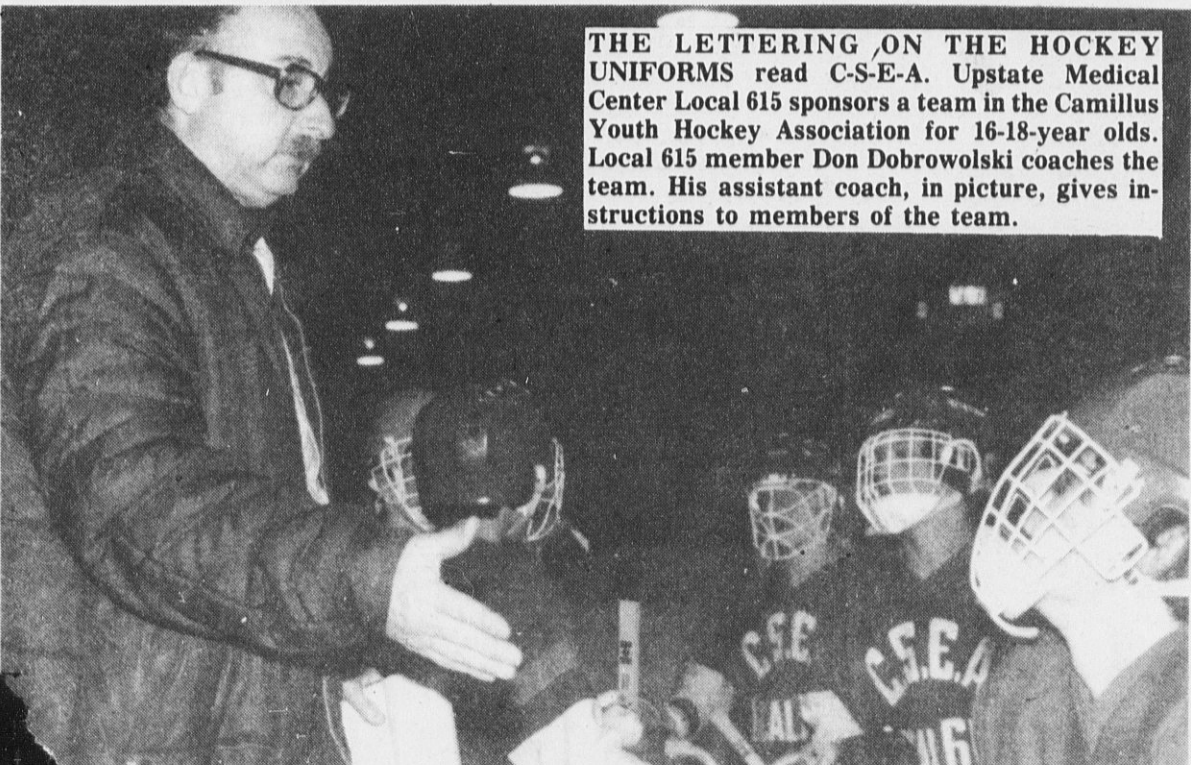


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NEW OFFICERS OF THE Department of Public Works Blue Collar Unit of Suffolk County Local 852, from right, Sergeant at Arms Al Terry, Secretary William Venil, Treasurer Richard Quappe, Second Vice President Frank Gunby, First Vice President Kevin Dobbs and President John Stankenwicz are installed by Local 852 President Ben Boczkowski, second left. Looking on is Past President Sam Iadiccio, left.

THE LETTERING ON THE HOCKEY UNIFORMS read C-S-E-A. Upstate Medical Center Local 615 sponsors a team in the Camillus Youth Hockey Association for 16-18-year olds. Local 615 member Don Dobrowolski coaches the team. His assistant coach, in picture, gives instructions to members of the team.



July 4 holiday

Because the Fourth of July falls on a Saturday this year, many State employees have asked whether they'll get the preceding Friday or the following Monday off to celebrate Independence Day.

The answer, according to a Civil Service Department memorandum sent to agency personnel officers, is that offices will not be closed on Friday or Monday. Instead, employees generally will be granted compensatory time off. This "comp time" can be used on whatever date is mutually agreeable to employees and their supervisors. Some employees who actually work on July 4 can choose between time off or extra pay. Questions concerning the Independence Day observance should be directed to your supervisor or agency personnel office.

AFL-CIO dept. head retires

BAL HARBOUR, FLA. — William H. McClennan has retired as president of the AFL-CIO Public Employee Dept., which he had headed since its founding in 1974, and Kenneth Blaylock was elected to fill out his term.

Blaylock is president of the American Federation of Government Employees and has been treasurer of the department. McClennan is president-emeritus of the Fire Fighters. The department now has 35 affiliates representing some 2 million federal, local and state government workers.

The terms of Blaylock and Shanker will run until the department convention next June.

Upstate sponsors hockey

SYRACUSE — Interested in promoting youth sports, CSEA members of Local 615, representing Upstate Medical Center in Syracuse, chose to sponsor a teenage hockey team.

"It's tough for youth hockey teams to get sponsors," Local 615 President Bob Vincent said. "Most organizations tend to sponsor football or baseball teams, because they have a more popular appeal. But we decided it would be a good thing to lighten some of the expenses for the young hockey players."

Don Dobrowolski, team coach and Local 615 member, added that "it's something for the teenagers to do besides watching T.V. or running in the streets." He also said that the youths in the Camillus, N.Y. Youth Hockey League have sincere interests in the sport, and some go on to play college hockey.

Faulty food carts injure MPC workers

NEW YORK CITY — A grievance filed by Manhattan Psychiatric Center (MPC) Local 413 charges that old, poorly maintained food carts have caused injuries to several food service employees.

"In filing the grievance we pointed out that the lack of maintenance on the food carts not only causes injuries, but also causes the carts' wheels to freeze, making a cart filled with food nearly impossible to push," said Local 413 Grievance Chairman Mohammed Huessin.

"They never do maintenance on these carts," said Food Service Worker



IN SPITE OF AN ARREST THREAT by Manhattan Psychiatric Center security guards, a Public Sector photographer managed to get a picture of MPC Food Service Worker Mary Stevens holding a makeshift pin-lock used by the institution to repair a food cart which already had a missing door. Security guards prevented the photographer from taking further pictures.

Mary Stevens. "When you get hurt, management tells you to be more careful. How can you be more careful when the doors are broken and swinging and the wheels are frozen?"

Stevens broke her toe when a cart ran over her foot. Additionally, she said that the swinging doors regularly cause bruises on her side when she tries to maneuver the carts through narrow doorways.

Marial Braithwaite, a Food Service Worker at MPC for 24 years, said that the carts are "so heavy when they are full, we can't push them."

A spokesman for the manufacturer of food carts said that an empty cart weighs 500 pounds.

"The carts (at MPC) are 25 years old," the spokesman said. "Any cart in service that long takes a lot of abuse and need continual maintenance."

"If the wheels are greased regularly and the carts are properly maintained, there should be no problems," he said. "Frequently, though, instead of purchasing replacement parts, an institution will try to save money by improvising, using whatever is lying around the shop instead of a new part."

He said that he could not recall any orders for replacement parts for the MPC food carts "for quite a few years."

CSEA to defend police heads

WHITE PLAINS — The Civil Service Employees Association will defend four of seven superior officers in the Westchester County Police Division charged with lax supervision.

The union is entering the case, according to Unit President Ray O'Connor, "to defend CSEA members against unwarranted attacks."

Attorney Arthur H. Grae of the White Plains Law firm Grae and Rose will represent the four supervisors before a special hearing officer. The other three officers will be represented by the Parkway Police Benevolent Association.

Carmine DiBattista, a union leader, said the charges "hurt morale and impair the department's operations."

"It's interesting to note," he commented, "that these charges which border on harassment are being brought against men with unblemished records in over a century of combined public service." He called the move, "a publicity stunt."

"A cloud is now hanging over their heads and we intend to dissipate it by defending them vigorously," he concluded.

Contracting out scrutinized

NANUET — Union leaders are reacting quickly to indications the Rockland County Legislature is looking into the possibility of contracting out housekeeping services at the County Health Complex.

In a letter to the legislators, Local 844 President John Mauro and County Unit President Ray Zerbarini protested, "It's the old story — blue collar workers, the first to go." The CSEA leaders continued,

"The typical 'pie in the sky' approach is being taken, but we will not be fooled. You may be sure that CSEA is keeping a close watch on developments since contracting out means loss of benefits, minimum wages, or even outright dismissal. You could very well be taking people off the payroll, but putting them on the welfare roll."

Each legislator, as well as State Sen. Linda Winikow, and Assemblymen Eugene Levy and Thomas Morahan, were sent copies of the book "Government for Sale" published by AFSCME.

Copies of the book have also been offered to interested Rockland County citizens.



CSEA REGIONAL DIRECTOR THOMAS J. LUPOSELLO, above, was among those who attended County Executive Lucille Pattison's open house in Poughkeepsie.



DUTCHESS COUNTY EXECUTIVE LUCILLE PAT-TISON, left center, recently held an open house at the county office building in Poughkeepsie. Special guests included such CSEA activists as, from left, Mary Rich, left and County Unit President Scott Daniels.

Region VI nominations deadline info

BUFFALO — The Region VI Nominating Committee wishes to correct the error of last week's Public Sector article regarding the deadlines for independent nominating petitions.

Those wishing to file independent nominating petitions for Regional Office must submit them by April 1. Forms must contain the signatures and Social Security numbers of at least four percent of members entitled to vote in the election.

Those wishing to qualify by independent nomination for the State Executive Committee of CSEA Board of Directors must file petitions by April 15. They must contain the signatures and Social Security numbers of at least ten percent of the eligible CSEA voters, not to exceed 450.

Petition forms are available in the Region VI office. Petitions must be filed by certified mail, return receipt requested, with the Office of the Executive Director, CSEA, 33 Elk Street, Albany, New York 12207.

The disgraceful abuse of Medicaid funds for union-busting efforts

NEW YORK — James J. Moore, president of Central Region V of the Civil Service Employees Association, has blasted the use of federal and state Medicaid money to hire private management consultants to prevent health care workers from organizing and to ease transfer of hospitals from public to private ownership.

Testifying before the State Assembly's Labor Committee, Moore called these consultant practices "a dangerous retreat from accountability, responsibility and patient-centered care".

The Medicaid program, which is intended to finance health care for low income people, is 50% federally funded, with the remaining money supplied by state and local government.

Moore told the committee, "As federal Medicaid dollars continue to decrease, local governments will become increasingly vulnerable to the

cost-cutting promises of employee relations hucksters and modern management mercenaries."

The Reagan Administration's proposed budget cuts would reduce Medicaid funds by \$100 million this year and by \$1 billion in 1982.

Moore, himself a state health care employee for 12 years, cited several examples of management consultant abuses in Central New York. The Utica-area native added, "The Medicaid program was never intended to be an income transfer program that takes from working people and gives to lawyers, management psychologists and profiteering consultants."

The complete testimony given by Moore before the State Assembly Labor Committee hearing conducted by committee chairman Assemblyman Frank J. Barbaro is reprinted here for the information of CSEA's membership, more than 50,000 of whom are health care workers in the public sector throughout New York State.

Moore hits several consulting firms engaged in Medicaid-funded union busting

I am James J. Moore, president of Region V — and statewide vice-president — of The Civil Service Employees Association, Local 1000, American Federation of State, County and Municipal Employees. On behalf of our more than 225,000 members across the state — approximately 50,000 of whom work in public sector health-related jobs — I would like to commend Assemblyman Barbaro and the entire committee for performing this valuable service on behalf of workers, consumers, and the tax-paying public.

Now is an opportune time to consider the appropriateness of enriching high-powered "employee relations consultants" with public funds intended to meet the health care needs of the old, the sick, and the poor. Under the Reagan administration's budget proposals, Medicaid allotments to the states will be slashed 100 million dollars below the fiscal year 1981 spending estimate, and one billion dollars below projected expenditures for 1982. Thereafter, Medicaid allotments to the states would be capped, rising only with the rate of inflation.

As a result, New York State's ability to meet the health care needs of its residents would be severely impaired. Under these circumstances, the diversion of limited and inadequate public funds away from health services for the needy, and into the hands of professional union-busters would be unconscionable. Even in the best of times, profiteering consultants who thrive on

'... profiteering consultants who thrive on suspicion and conflict, polarization, terror tactics and threats have no legitimate place on the public payroll.'

suspicion and conflict, polarization, terror tactics and threats have no legitimate place on the public payroll.

The activities of "employee relations consulting firms" have been well documented in oversight hearings before the U.S. House of Representatives Committee on Education and Labor in December 1979. Testimony, sample literature, legal documents and letters revealed the often unscrupulous, disruptive and inflammatory tactics that are the stock and trade of modern day union busters. While such firms have been active in New Jersey, California, North Carolina, Michigan, Pennsylvania and Massachusetts, many are headquartered right here in New York. Modern Management Methods, an Illinois based "employee relations firm" and perhaps the most notorious, has been especially active in health facilities in upstate New York.

3M's 1979 anti-union activities at Corning Hospital were judged to be so obnoxious by supervisors, head nurses, and even administrators, that the firm was reportedly dismissed during the middle of an organizing campaign. At St. Joseph's Hospital in Syracuse, supervisors were pressured by consultants to hold captive meetings with individual subordinates on a daily basis, and workers were detained repeatedly as part of an orchestrated pattern of intimidation. And at the Cohoes Nursing Home outside of Albany, consultant tac-

tics included pulling nursing staff off the floors for indoctrination meetings, in complete disregard of patient needs or sound staffing practices.

The use of labor relations consultants, however, has not been limited to the private sector. While developing plans to transfer Tompkins County Hospital in Ithaca, New York from public to private ownership, the hospital's board of managers retained the Syracuse labor law firm of Bond, Schoeneck, and King to work on certain unspecified employee-related issues — this despite the fact that the hospital and the county both maintained full-time personnel

'As federal Medicaid dollars continue to decrease, local governments will become increasingly vulnerable to the cost-cutting promises of employee relations hucksters and modern management mercenaries.'

departments. The cost of these unspecified professional services are estimated to have cost between 5,000 and 15,000 dollars in the first year alone.

While union busters have lined their pockets through systematic intimidation of health care workers in the private sector, the public sector offers a lucrative source of additional profits. The Delaware Law School, for example, has used scare-tactic mailings in an effort to stampede public sector personnel officers into enrolling in expensive anti-union seminars. As federal Medicaid dollars continue to decrease, local governments will become increasingly vulnerable to the cost cutting promises of employee relations hucksters and modern management mercenaries.

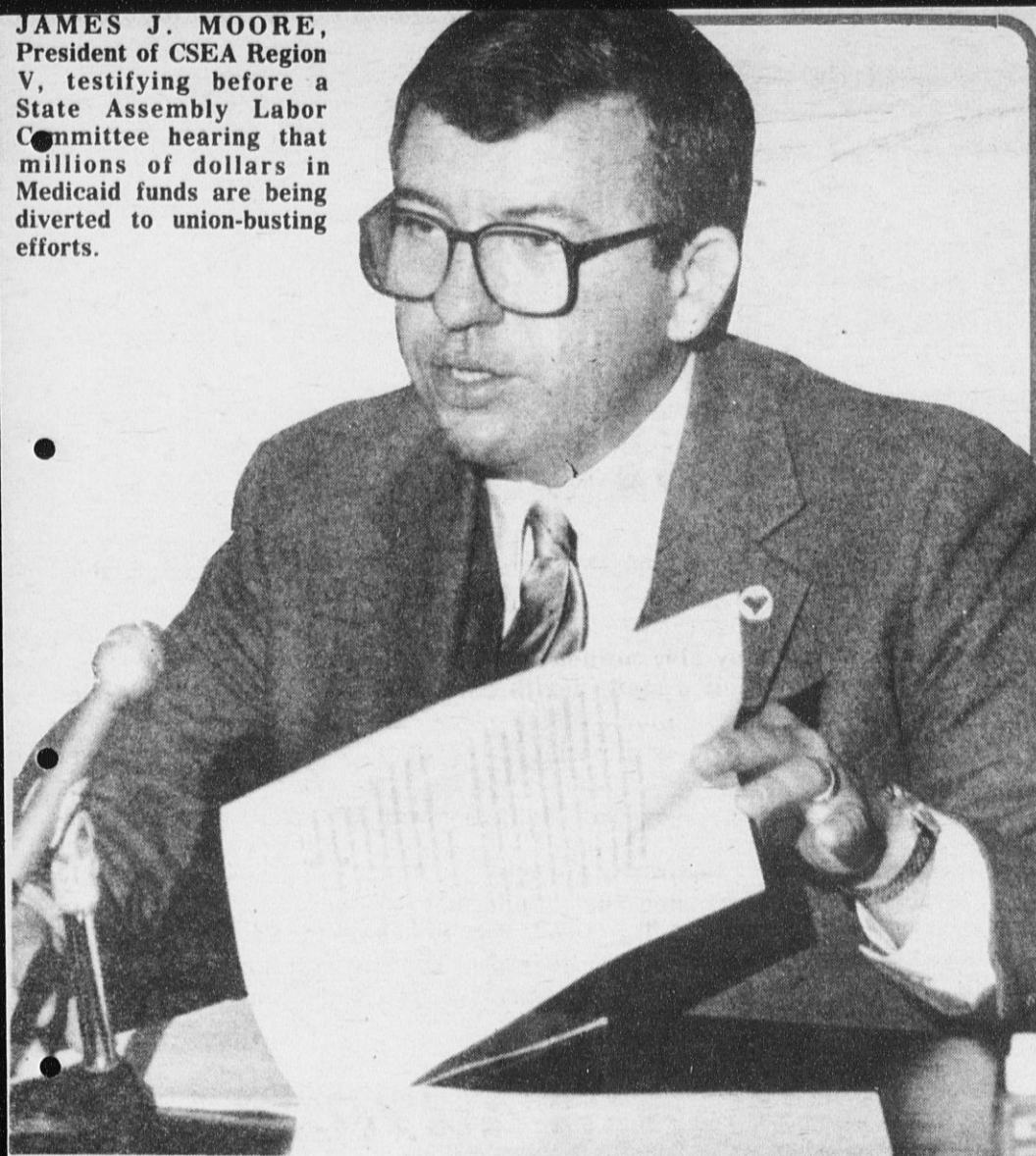
The use of union busting consultants, especially by county hospitals, infirmaries and other health related facilities that are already organized, is only a short step away from the complete transfer of services from public to private auspices.

From a public policy standpoint, the use of employee relations consultants — and their close cousins, profiteering hospital management companies — signals a dangerous retreat from accountability, responsiveness, and patient centered care.

'Testimony, sample literature, legal documents and letters revealed the often unscrupulous, disruptive and inflammatory tactics that are the stock and trade of modern day union busters.'

Consequently, while U.S. Medicare regulations recognize that "reasonable expenses incurred by a provider for collective bargaining and related activities are allowable costs" those "costs incurred for activities directly related to influencing employees regarding their right to organize or not . . ." are not reim-

JAMES J. MOORE, President of CSEA Region V, testifying before a State Assembly Labor Committee hearing that millions of dollars in Medicaid funds are being diverted to union-busting efforts.



campaigns in NYS

bursable expenses. The retention of consultants for union busting purposes is explicitly ineligible for reimbursement under medicare. This policy was clearly reaffirmed, and issued as a final notice in the Federal Register, by the health care financing administration on January 16, 1981.

There are other signs that the union busters are being recognized for what they really are. In response to 3M's campaign of intimidation in connection with hospital organizing activities in Boston, the New York State School of Industrial and Labor Relations at Cornell banned the firm's recruitment notices from the school's placement bulletin boards. The placement director indicated that he had been instructed by the administration "not to post job listings for organizations that violate the school's charter to promote labor-management understanding and industrial peace."

Clearly, the public funding of union busting consultants violates the interests of labor-management peace, the medically needy, and the taxpayers who foot the bill. The medicaid program was never intended to be an income transfer program that takes from working people and gives to lawyers, management psychologists, and profiteering consultants. To the extent that these hearings expose the magnitude of this problem — and the threat these mercenaries pose to health care services in New York State — this committee will have performed an extraordinary and valuable service.

On behalf of President William McGowan, and the Members of CSEA, I think the committee for this opportunity to appear before you.

Health care industry is passing cost to consumer

BAL HARBOUR, FLA. — Health insurance premiums should be used to finance patient care, not union-busting, the AFL-CIO Executive Council insisted during a session here in late February.

The health care industry is passing on the costs of its anti-union activities through higher hospital bills and higher insurance premiums, the council notes. Thus, consumers end up paying for management consultants who specialize in thwarting organizing and collective bargaining in the health care field.

The council noted that the pass-on of such costs is prohibited in federal medical care programs because the expenses of fighting unions are not related to patient care.

It urged affiliates "to guard against such misuses of health insurance funds." State and local central bodies were urged "to ask state insurance commissioners to adopt rules similar to the federal standard for private health insurers."

Training program for new treasurers is effective with '81 union elections

ALBANY — Treasurers of CSEA units, locals and regions elected in the 1981 union elections will be receiving some new assistance in the performance of their fiscal duties for the union.

CSEA's Board of Directors adopted new fiscal guidelines regulating the use of membership dues money by all CSEA groups at the Board's February 19 meeting. Included in these guidelines is a new requirement for training. The requirement becomes effective with treasurer's elected in 1981 union elections.

"The responsibility of handling membership dues cannot be overestimated," said CSEA President William L. McGowan in explaining the new guidelines. "CSEA has been moving for the past several years toward greater accountability and more professionalism in its operation. Providing adequate training to elected officers in the handling of funds is a necessary part of efficient union operations."

Under the new guidelines, the treasurers of every unit, local and region must attend and complete a training session for treasurers within sixty days of assuming office. Should this requirement not be met, the office of treasurer in that local, unit, or region would be declared vacant.

Local presidents are required under the guidelines to notify CSEA within seven days of changes in the office of treasurer within their locals so the training process can be established.

Dividend declared on the supplemental life plan by Mutual Life Company

The Mutual Life Insurance Company of New York has declared the seventh consecutive dividend on the Supplemental Life Insurance Plan sponsored by CSEA. Dividend checks are now being mailed to the 21,584 CSEA members who are covered under the plan.

The amount of the dividend is based on the current dividend rate for specific age groups. If you are under age 40, your dividend will be 30 percent of the premium; age 40-45, 25 percent; age 45-49, 12.5 percent; and age 50 and over, 10 percent.

This rate is applied to the annual premiums payable for the coverage which was in effect between Nov. 1, 1979, and Oct. 31, 1980. Premiums for any coverage which became effective after Oct. 31, 1979, are not eligible for this dividend.

The current dividend brings the total amount CSEA policyholders have received from the Supplemental Life Insurance Plan to more than \$1.3 million. The plan was installed in 1970.

Any questions regarding the dividend should be directed to the plan administration at Bache Ter Bush & Powell, Inc., P.O. Box 956, Schenectady, N.Y. 12301.



ATTENDING A RECENT MEETING of the Long Island Region I Mental Hygiene Task Force are, from left, Nat Zummo, CSEA Field Representative; Chairman Bill Chacona, Pilgrim Psychiatric Center Local 418; Anthony Benvignone, Kings Park Psychiatric Center Local 411; James Forsyth, Central Islip Psychiatric Center Local 404; and Nicholas Pollicino, CSEA Field Representative. The meeting was at the Region I Satellite Office in Hauppauge.

Representation poses a challenge for this Local scattered about the Capital city

By Deborah Cassidy

ALBANY — Local leaders within the Civil Service Employees Assn. often find it difficult enough to foster a spirit of unionism among members. But for the Executive Local, with a membership of 300 divided between 18 separate state agencies throughout the City of Albany, this is a real and ever-present challenge.

Ranging in size from one to 90 members each, none of the agencies are large enough to stand alone as a local. Attached to an established local, the agency workers would face the difficulties of being virtually members at large. The only solution was to pool the agencies together as a single local.

Only through an emphasis on communications and widespread representation and a continuing effort to make CSEA visible, do the agencies function as a cohesive local, says Executive Local President Jan Gregory.

"The officers work hard at being informed and keeping the members informed. Every agency has a role in the decision making. And the members are not given a chance to forget that CSEA is their union," she said.

Communications are handled by phone and mail. Any meeting notices are sent in the mail and followed by a telephone call from one of the officers.

Keeping to a strict once a week schedule one of the officers calls each agency representative to check on matters. The officers themselves meet once a month and communicate by phone weekly.

"Even when business is slow, we stay in contact," says first vice-president Pat Tracey. "Sometimes it seems like all our break time is spent on the phone or preparing mailings, but there's no other way."

While the local does not have an established newsletter, news releases are sent out when required, as in the case of major union or grievance decisions or events.

At election time, candidates are sought from five different agencies, to have the maximum representation. In addition, each agency is appointed a representative and an alternate to attend local board meetings every six



IT IS LARGELY DUE TO THE WORK of these four dedicated officers that the Executive Local of the CSEA remains a cohesive, functioning group. Shown from left to right are Vice President Pat Tracey, Secretary and Second Vice President Diane Abrams, President Jan Gregory and Treasurer Roberta Salati.

weeks. These sessions are also open to individual members who wish to attend.

The meetings, Gregory says, offer everyone an opportunity to speak out, to gather information and participate in decision-making.

All the representatives are encouraged to attend any region or statewide workshops and seminars in order to bring information back to their members and to become familiar with the union, on other levels.

The CSEA membership packets, which provide a wealth of information about the union and its benefits, are used extensively in this local. The officers continually supply the shop stewards and representatives with the packets, especially when new benefits become available.

Similarly, promotional items, such as key chains and sewing kits are distributed freely.

"It is surprising what effect these items can have," said Tracey. "They keep the union visible. However small they are tangible proof of CSEA. We really really believe this is important to our membership."

Finally, the local officers rely on social events — annual summer and winter gatherings — to remain in contact with the members. These events also encourage members of different agencies to get to know one another.

"Social activities provide the members with a chance to share their concerns about the union and work," said Second Vice-President and Secretary Diane Abrams. "While members of most other locals have this contact on a daily basis, we have to create an opportunity for it."

Though the officers feel their attempts to hold this scattered local together are successful, they find there are drawbacks.

An obvious one is the amount of paperwork and footwork involved in keeping pace with the membership.

Another is the lack of contact with the grassroots members. "The contact is just not there," said Gregory. "It can't be helped. We have to deal through representatives and stewards in order to be efficient. But you lose something when you believe this is important to our membership."



NEW LONG ISLAND ARMORIES LOCAL 253 President George Paront, right, is congratulated at his installation by, from left, CSEA Field Representative Nat Zummo, Region I President Danny Donohue and CSEA Collective Bargaining Specialist John Conoby.

IP charge protests altered salary scale

NEWBURGH — An improper practice charge has been filed against the City/Newburgh School District by CSEA, protesting to the Public Employment Relations Board that on Jan. 6, the Board of Education, "unilaterally altered the salary schedule during the term of the existing collective bargaining agreement" of six clerical positions.

CSEA Unit President Frank LaRocca explained that the action has the effect of weakening the bargaining unit and noted that all negotiable items between both parties were settled effective July 1, 1979, when the current contract took effect. He added that any changes made thereafter, without negotiations, are improper under the Civil Service Law.

CSEA represents approximately 240 secretarial, clerical, maintenance and service personnel in the district.

Delegates to meet in Syracuse this month

SYRACUSE — Preparations are continuing for the arrival of about 1,000 CSEA Delegates here later this month, for the convening of the 1981 CSEA Spring Delegates Meeting.

CSEA Delegates meet twice each year to hear reports from various CSEA Committees and to establish union policies and consider amendments to the CSEA's Constitution and By-Laws.

The Board of Directors meets Sunday at 1 p.m. at the Hotel Syracuse and then Delegates convene for their first meeting at 5 p.m. at the same site. Educational sessions on Social Security, Workers Compensation and parliamentary procedure are also slated Sunday.

On Monday the Convention moves to the Syracuse Civic Center where meetings continue throughout that day and conclude on Tuesday, March 24.

A special briefing session for Delegates is being planned by AFSCME to bring union leaders up to date on federal budget proposals by President Ronald Reagan and the potential impact of those proposals on New York State public employees.

As provided by CSEA's Constitution, proposed amendments to the Constitution are published in this edition of The Public Sector for membership information prior to the Delegate meeting.

'We assure you, we will not let you go back in that building until it is safe'

— Local 002 President Chuck Eynon



CSEA REGIONAL DIRECTOR Frank Martello advised union members to file claims for loss or damage to personal property, and to keep union officials alerted to any problems concerning insurance claims.



OGS SENIOR ENGINEER Charles Snedaker told members that OGS has taken steps to prevent the theft of state or personal property from the contaminated building.

BINGHAMTON — On the day that state health officials revealed that additional, highly toxic chemicals were discovered along with the previously known PCBs contaminating the State Office Building here as a result of a transformer explosion on February 5, CSEA officials held a meeting with state workers displaced by the incident to assure them the situation is being closely monitored by the union.

More than 100 members of Binghamton City CSEA Local 002 heard a variety of union representatives assure them that the union is on top of the situation. "We assure you, we will not let you go back in that building until we know it's safe," assured Local 002 President Chuck Eynon.

CSEA Safety Coordinator Nels Carlson told the members, "Our main concern is the safety and health of you, and no one goes back into that building until it is safe." Speaking of the acknowledged extensive contamination of the building, Carlson said, "We will be satisfied when the scientific community is satisfied," but also assured members that the union is monitoring the situation itself and will require solid evidence that the building is finally "safe." Just when that might be is still unknown, but the finding of additional toxic chemicals within the facility prompted the state to halt cleanup efforts and begin a search for an outside professional team to tackle the dangerous mission.

CSEA Regional Director Frank Martello told members that the state will restore any pay or leave credit loss incurred during the time the building was first closed and members were off awaiting assignment to other work locations. Martello also said employees should file home owners insurance claims to cover the loss of any personal property resulting from the building contamination.

Meanwhile, hundreds of employees are working at several temporary work locations through the Binghamton area. State officials say the cleanup will probably take months.

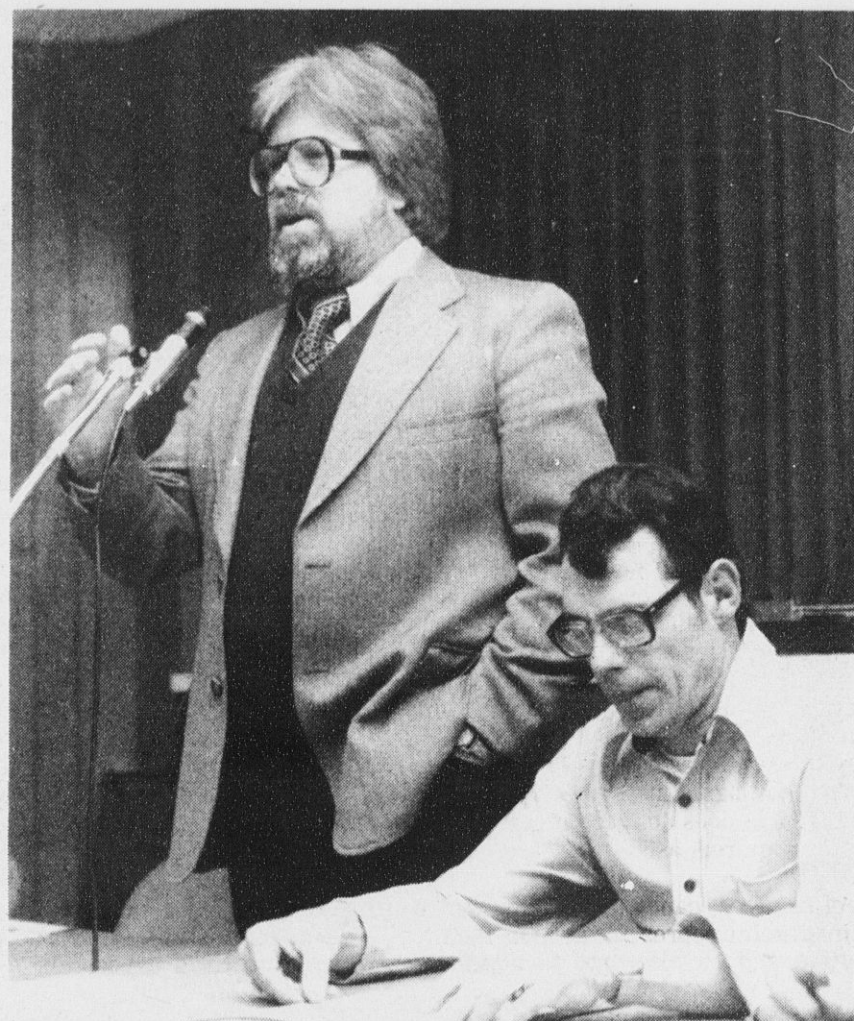
Notice: Binghamton employees

Chuck Eynon, President of Binghamton City Local 002 of CSEA, requests all CSEA members who paid to park in the State Office Building garage for the month of February, 1981, to contact the CSEA satellite office, Binghamton Plaza, 33 West State Street. CSEA is attempting to obtain refunds for employees who paid for February parking and can produce a parking stub and permit number. Please call the CSEA office at (607) 772-1750 and give the following information:

Name _____ Social Security number _____

Job Title _____ Work Location _____

Parking permit number _____



CSEA SAFETY COORDINATOR Nels Carlson assures CSEA Local 002 members that the union is carefully monitoring the state office building situation. At right is Local 002 President Chuck Eynon.



DISPLACED WORKERS Lucille Tagliaferri of the Department of Transportation and Olga M. White of the Division of Human Rights were among those attending the meeting to obtain information concerning the situation.

Proposed CSEA Constitution & By-Laws revisions

REPORT OF REVISION OF CONSTITUTION AND BY-LAWS COMMITTEE TO THE SPECIAL DELEGATES MEETING CIVIC CENTER SYRACUSE, NEW YORK MARCH 22-24, 1981

Key: **Italics** = New Material
Brackets = Removal of Old Material

The Constitution and By-Laws Committee has met twice since the Annual Delegates Meeting in September/October, 1980. The meeting dates were December 12, 1980 and February 5, 1981. Because of the limited time available at this Special Delegates Meeting, the Committee is reporting on completed work only and all other amendments will be reported out at a future meeting.

THE FOLLOWING ITEM IS PRESENTED TO THE DELEGATES FOR A SECOND READING AND IF PASSED, WILL BECOME PART OF THE CSEA CONSTITUTION:

The following amendment to Article VIII was submitted to the Committee by the Statewide Officers by memorandum dated May 15, 1980:

"ARTICLE VIII DELEGATES

Members of each local shall elect from their membership one or more delegates to represent the members of the local at all meetings of the Association, except that the local president shall, by virtue of that office, automatically be designated as a delegate. Prior to [June 1st] July 15th of each year, each local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates for the ensuing year, and names and addresses of alternate delegates may be submitted to the Secretary thereafter." REST OF ARTICLE REMAINS THE SAME.

Explanation: The Statewide Officers unanimously recommended to the Committee that consideration be given to changing the effective date for submission of names of delegates from June 1st to July 15th. Many locals elect their delegates at the same time officers are elected, which is usually during the month of June. If a report must be given to Headquarters by June 1st, it will probably thereafter have to be amended since delegates will be elected after June 1st and before July 1st. Based upon this, the Committee finds merit in the proposed amendment and recommends adoption of same.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE CONSTITUTION. THE PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THESE AMENDMENTS.

(1) The following amendments to Article IV, Section 5 and Article VI, Section 1 were submitted to the Committee by the Nominating Committee.

"ARTICLE IV

ORGANIZATION OF THE ASSOCIATION

Section 5. OFFICERS.

(b) NOMINATIONS. [A Nominating Committee shall be elected as follows:] The Statewide Nominating Committees shall be elected for a one year term as follows:

1. For those election years in which the four Statewide officers are elected, [E] each Region shall nominate for [said] the Statewide Nominating [c] Committee at least seven (7) members who have been members of CSEA for at least two (2) years.

2. The Executive Board of each Region shall elect three (3) members from the seven (7) nominees, [two of whom shall be state members and one a county member] no more than two of whom shall be a state or county member, except in the Metropolitan Region which shall have three (3) state division members. Such election shall be by secret ballot.

3. [Such election shall be by secret ballot.] The names of the committee members selected by the various Regions shall be filed with the Secretary and Executive Director of the Association not later than January 1st of the election year. [The Nominating Committee shall select at least two nominees for the offices of President, Executive Vice President, Secretary and Treasurer. The State Division members of the Nominating Committee shall also select at least two nominees for each position on the State Executive Committee. In all cases an incumbent shall be one of said nominees if the incumbent consents to become a candidate. No nominee shall be eligible as a candidate for more than one statewide office.]

4. The Statewide Nominating Committee shall select at least two (2) nominees for the offices of President, Executive Vice President, Secretary and Treasurer. In all cases an incumbent, upon consent and if otherwise eligible, shall be one of said nominees. No nominee shall be eligible as a candidate for more than one (1) statewide office.

5. For those election years in which the State Executive Committee is elected, each Region shall nominate for the Statewide Nominating Committee at least seven (7) state members who have been members of CSEA for at least two (2) years.

6. The Executive Board of each Region shall elect three (3) members from the seven (7) nominees. Such election shall be by secret ballot.

7. The names of the committee members selected by the various Regions shall be filed with the Secretary and Executive Director of the Association not later than January 1st of the election year.

8. The Statewide Nominating Committee shall select at least two (2) nominees for each position on the State Executive Committee. In all cases an incumbent, upon consent and if otherwise eligible, shall be one of said nominees.

No person shall be eligible for nomination unless that person shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which [an] the election is held. The Statewide Nominating Committee shall file its report with the Secretary and Executive Director of the Association no later than March 1st of the election year, and shall simultaneously notify all candidates of their nomination by certified mail, return receipt requested. Nominees who desire to decline shall do so no later than March 20th of the election year by notifying the Secretary and Executive Director of the Association by registered or certified mail, return receipt requested. The Statewide Nominating Committee in the event of a vacancy created by a declination or otherwise by March 20th of the election year shall name [a] substitute nominees and file and report said nominees to the Secretary and the Executive Director no later than April 15th of the election year. The new nominees shall be notified by registered mail, return receipt requested, on or before April 15th of the election year. No member who agrees to serve on the Statewide Nominating Committee shall be eligible for nomination or election to any statewide office or to the State or County Executive Committees.

(c) INDEPENDENT NOMINATIONS. Nominations for President, Executive Vice President, Secretary and Treasurer may also be made by official petition provided by the Executive Director of the Association upon written request of any member. Such petitions shall be signed by not less than two percent (2%) of the members of the Association. The

names of such candidates shall be printed on the official ballot if such nominations are filed with the Secretary and the Executive Director of the Association on or before April 15th [in the year of the election] of the election year.

Nominations for members of the State Executive Committee may also be made by official petition provided by the Executive Director of the Association upon written request of any member. The petition must be signed by not less than ten percent (10%) of the members in the Department making such nominations but in no event will more than 450 valid signatures be required. The names of such candidates shall be printed on the official ballot if such nominations are filed with the Secretary and Executive Director of the Association on or before April 15th of the election year.

(d) The Board of Directors shall within reasonable limits authorize the reimbursement of travel expenses for duly nominated candidates for the four statewide officers [as herein specified] of the Association."

"ARTICLE VI

STATE DIVISION

Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Judiciary, the State University, the Waterfront Commission and state public authorities as one unit, shall be deemed State Departments. The Faculty Student Associations and Teachers' Retirement System shall as a unit be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members as of January 1 in the year of an election shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof. The State Executive Committee shall elect from its membership one member to be known as the Chairperson of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall delegate. Each department representative shall be elected by ballot by the members in that person's department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless that person shall have been a member in good standing of the Association on or before June 1st of the year preceding the year in which the election is held. They shall hold office for a term of two years or until their successors shall have qualified. Commencing with the term of office beginning July 1, 1983 and each term thereafter, the term of office shall be three years. Vacancies in the office of the State Department representatives including termination of employment with the Department may be filled for the remainder of the term by members of the Association employed in such department at a special election to be called by the Board of Directors within fourteen days after the first meeting of the Board subsequent to the time that such vacancies occur under the rules established by the Board; however, where the unexpired term of office is six (6) months or less, the President of the Association may fill such vacancy without an election. No statewide officer shall be eligible for nomination to or serve as an elected member of the State Executive Committee except for the 1981 elections in which case a member may be a candidate for statewide office (Region President) and a candidate for member of the State Executive Committee; however, a member elected to both positions shall be ineligible to serve in both capacities."

["Section 2. NOMINATIONS. The State Division members of the Nominating Committee selected in accordance with Article IV, Section 5 of this Constitution shall constitute the Nominating Committee for the State Executive Committee. They shall file with the Secretary and the Executive Director of the Association on or before March 1st in the year of the election at least two nominations for each seat on the State Executive Committee. Nominees who desire to decline shall do so no later than March 20th by notifying the Secretary and the Executive Director of the Association by registered or certified mail, return receipt requested. The Nominating Committee shall file with the Secretary and the Executive Director a substitute nomination to assure at least two nominations for each office no later than April 15th."]

Note: This section is now covered under Article IV, Section 5 (b) NOMINATIONS, paragraph 8 and the subsequent unnumbered paragraph.

["Section 3. INDEPENDENT NOMINATIONS. Nominations for members of the State Executive Committee may also be made by official petition provided by the Executive Director of the Association upon written request of any member. The petition must be signed by not less than ten percent (10%) of the members in the Department making such nominations but in no event will more than 450 valid signatures be required. The names of such candidates shall be printed on the official ballot if such nominations are filed with the Secretary and the Executive Director of the Association on or before April 15th."]

Note: This section is now covered under Article IV, Section (c) INDEPENDENT NOMINATIONS, second paragraph.

Section [4] renumbered to Section 2 LOCALS.

Explanation: These amendments represent technical changes which are necessary in order to conform with the new staggered election procedure currently in effect. The amendments remove the outdated procedure for the election of one nominating committee to handle nominations for Statewide offices as well as Region offices since these elections are now held in different years. The Committee recommends adoption of these amendments.

(2) The following amendment to Article VII, Section 2 was submitted to the Committee by the Non-Teaching School District Employees Committee:

"ARTICLE VII

COUNTY DIVISION

Section 2. LOCALS.

(a) LOCALS. A local may be formed by members in the County Division in any county, or in any region containing one or more counties, upon the approval by the Board of Directors of the Constitution and By-Laws of such local. One Local for non-teaching employees of school districts may be formed in each county provided [fifty percent of the eligible school district units,] that units which represent at least fifty percent of the school district members, but in no event less than 200 school district members, shall request formulation thereof." REST OF SECTION REMAINS THE SAME.

Explanation: The effect of this amendment would provide that County Educational Locals may be formed in those counties where units which represent at least fifty percent of the school district members petition to form the Local. Under the current provision, a Local may be formed upon the petitioning of fifty percent of the units regardless of the number of members which they represent. The effect is that units which represent a minority of school district employee members control whether or not a school district local may be formed. This amendment would correct this inequity and the Committee recommends adoption.

to be considered by union delegates in Syracuse

(3) The following is an amendment to Article VIII DELEGATES. The issue of Locals splitting their vote has been dealt with in a variety of ways on the floor of Delegates' meetings. A research of the record indicates that rulings by chairpersons have been made to permit the splitting of the votes and to prohibit the splitting of the votes. Recently, Region President Gripper focused on this issue in a letter to his Executive Committee, as well as the Statewide Officers and Counsel. A review of the letter, as well as the Committee's observations at Delegates' meetings, has prompted the Committee to submit the following amendment:

"ARTICLE VIII DELEGATES

Members of each local shall elect from their membership one or more delegates to represent the members of the local at all meetings of the Association, except that the local President shall, by virtue of that office, automatically be designated as a delegate. Prior to June 1st of each year, each local shall file with the Secretary for the Association an accurate list containing the names and addresses of its delegates for the ensuing year, and names and addresses of alternate delegates may be submitted to the Secretary thereafter. Such delegate or delegates shall have one vote for each hundred members or fraction thereof in such local, based upon the paid membership in the Association on the first day of June preceding the meeting. The number of votes each local or department is entitled to cast shall be determined by the Membership Committee. Members in the State Division who are not entitled to representation by Local Delegates pursuant to this section shall be represented at all meetings of the Association by members of the State Executive Committee as delegates representing each of the State Departments, and each such delegate shall have one vote for each one hundred members, or fraction thereof, in the department from which the delegate was elected, excluding those members who are represented by Local Delegates as provided in this section. All other members of the Board of Directors shall have all the rights and privileges of delegates at meetings of the delegates except the right to vote. [The votes of each local or department shall be cast as a unit unless the delegates have been instructed to split such votes on a particular issue in a manner prescribed by the members of such local or department.] Such delegates selected or appointed pursuant to this section shall have and may exercise all the powers, rights and privileges of members at any meeting of the Association." REST OF ARTICLE REMAINS THE SAME.

Explanation: The effect of this amendment would permit Locals to split their votes on any issues which come before the Delegates. The current constitutional language provides that Locals may only split their votes if directed to do so by their membership. However, the Committee feels that it is not always possible for Locals to address convention issues at membership meetings and, therefore, this requirement is unduly burdensome. In addition, key issues are sometimes raised at Delegates' meetings for the very first time which, of course, does not provide for membership input. The Committee recommends adoption of this amendment.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

(1) The following amendments to Article II, Sections 2, 4, 5 and 6 are the result of an amendment referred to Committee for review and recommendation by the State Executive Committee:

"ARTICLE II MEETINGS

Section 2. BOARD OF DIRECTORS. Meetings of the Board of Directors shall be held upon call of the President. Upon written request of [ten] twenty-five or more members of the Board of Directors, the President shall call a special meeting of the Board within ten days. Such request must set forth the reason for calling the meeting and the proposed agenda.

Section 4. STATE EXECUTIVE COMMITTEE. Meetings of the State Executive Committee shall be held upon call of the President. Upon the written request of [ten] fifteen or more members of the State Executive Committee, the President shall call a special meeting of the Committee within ten days. Such request must set forth the reason for calling the meeting and the proposed agenda.

Section 5. COUNTY EXECUTIVE COMMITTEE. Meetings of the County Executive Committee shall be held upon call of the President. Upon the written request of [ten] fifteen or more members of the County Executive Committee, the President shall call a special meeting of the Committee within ten days. Such request must set forth the reason for calling the meeting and the proposed agenda.

Section 6. SPECIAL MEETINGS.

(a) Special meetings of the Association shall be held upon call of the President. Upon the written request of twenty-five members of the Board of Directors, the President shall call a special meeting of the Association within fifteen days after the receipt of the written request. Such request must set forth the reason for calling the meeting and the proposed agenda.

Explanation: After consultation with President McGowan, the Committee recommends adoption of the proposed amendments. There are currently more than 100 voting members of the Board of Directors. Changing the requirement for a special meeting by petition from 10% to approximately 25% of the members of the Board is, in the Committee's judgment, sound. Under the current provisions, it is possible for a group of ten Board members to petition for a special meeting. The amendment would provide for a broader representation from the Board in making the initial determination as to the advisability of calling for a special meeting while preserving the ability to call a special meeting on serious issues since 25 signatures among 100 individuals is readily obtainable if the issue supports the calling of a special meeting. Since it is necessary for the President to locate suitable meeting space and provide the members of the Board with an agenda for the special meeting, the proposed amendments are reasonable. The same analogy is applicable to the amendments for the calling of meetings for the State and County Executive Committees, as well as the submission of a proposed agenda for special meetings of the delegates.

(2) The following amendment to Article IV, Section 2 is presented purely for technical reasons to implement that portion of the Affiliation Agreement between AFSCME and CSEA adopted by the Delegates at the January 22, 1981 meeting, which provides that CSEA will on April 1, 1982 adopt the minimum dues schedule provided for in the AFSCME Constitution:

"ARTICLE IV FINANCE

Section 2. DUES AND AGENCY SHOP FEE.

(a) (1) [The annual membership dues and agency shop fee of the Association shall be

eighty-four dollars and fifty cents (\$84.50) effective April 1, 1979.] Effective April 1, 1980, the annual membership dues and agency shop fee of the Association shall be ninety-one dollars (\$91.00). Effective April 1, 1981, the annual membership dues and agency shop fee of the Association shall be one hundred four dollars (\$104.00). Effective April 1, 1982, the annual membership dues and agency shop fee of the Association shall be equivalent to the minimum dues for local unions established by the constitution of the Association's international affiliate, the American Federation of State, County and Municipal Employees. Membership dues and agency shop fees collected by bi-weekly payroll deduction shall be at the rate of 1/26th of the annual amount. Members who elect to pay dues by direct payment may do so by paying the annual amount of the dues to the Association on or before October 1st of the fiscal year for which such dues are paid. A member who elects to pay dues by direct payment may pay such dues in two equal semi-annual installments on October 1st and April 1st of the year for which such dues are paid."

(3) The following amendment to Article IV, Section 3 (a) is submitted by the Committee primarily for technical reasons and to provide a continuity of enforcement between the mandated Local Constitution and the Statewide Constitution:

"ARTICLE IV

FINANCE

Section 3. REFUND AND REIMBURSEMENT.

(a) REFUND TO LOCALS. Each duly organized local of the Association which has complied with all of the provisions of the mandated Model Local Constitution and this Constitution and By-Laws shall receive from the Treasurer an annual payment of twenty-five percentum (25%) of the membership dues and twenty-five percentum (25%) of the agency shop fees collected from the employees in such locals after the net per capita payment to AFSCME, based on the June 1st audit, has been deducted. The expense of the delegates to regular or special meetings of the Association shall be paid by the local from such funds as hereinafter provided."

Explanation: The Statewide Constitution currently provides for the withholding of rebates to Locals which have not complied with the mandated Model Local Constitution. However, a Local which has complied with the mandated Local Constitution but not with the Statewide Constitution is entitled to receive the rebate. This amendment would clarify this particular situation.

(4) The following amendment to Article V, Section 1 is submitted by the Committee for technical reasons and to provide continuity between the mandated Local Constitution and Unit Constitutions with the Statewide Constitution:

"ARTICLE V

EXPULSION OF MEMBERS

Section 1. Officers or members may be served with charges by registered or certified mail by the Local President upon approval of the Local Executive Committee, or by the Regional President, or by the President of the Association for conduct detrimental to the best interests of the Association. All charges should be approved as to form and content by the Association Counsel. A Local President may be served with charges by registered or certified mail by a designated committee of the Local Executive Committee upon approval by the Local Executive Committee. The specific acts for which discipline is being imposed and the penalty proposed shall be specified in the charges. The charges shall be accompanied by a written statement that the individual charged has a right to object by filing an answer by registered or certified mail to the Region President within ten (10) days; and that the proposed penalty shall take effect if the individual does not file an answer within ten (10) days. Within thirty (30) days of receipt of the answer, the Regional President shall appoint and convene a Regional Trial Board which shall be composed of five members of the Regional Executive Board except no member of the subject member's local shall be appointed to the Trial Board. If the Region President is the subject of the charges by the Region President's local, then the Regional Executive Committee shall elect its own committee of five members to serve as Regional Trial Board. A hearing will be held before the Trial Board at which time either party may be represented by an attorney other than the regional attorney. [Verbatim minutes shall be kept and paid for by the charging local or region.] If the charges, or any part of them, are sustained, the Trial Board may impose any of the following penalties: reprimand, censure, probation or suspension from local or regional membership not exceeding one year, withdrawal of the right to hold office or withdrawal of membership." REST OF SECTION REMAINS THE SAME.

Explanation: The requirement for verbatim minutes has been deleted from the model constitutions. Since this is a costly item and usually lends nothing to the proceedings, the amendment is reasonable. If desired, the Trial Board can choose to have a transcript. The Committee recommends adoption of the amendment.

(5) The following amendment to Article VI, Section 4 is the result of a motion by Felton King made at the Delegates Meeting in September/October, 1980. Mr. King's motion recommended that the ad hoc Women's Committee be made a Standing Committee of the Association. The Committee, after consultation with the Women's Committee, proposes the following:

"ARTICLE VI

COMMITTEES

Section 4. SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Armory, Auditing, Membership, Human Rights, Memorial Scholarship Fund, Plaque, Civil Service, Social Services, Probation, Non-Teaching School District Employees, Special Authorities, Women's Committee, and such other committees designated by the President of the Association." REST OF SECTION REMAINS THE SAME.

Explanation: The Women's Committee believes that it would be afforded the recognition and permanency it seeks if it were a Special Committee of the Association. Our Committee readily acknowledges the excellent work done by the Women's Committee and recommends adoption of this amendment.

MISCELLANEOUS ITEMS:

The following are open items on the Committee's agenda and require further investigation and consideration:

- (a) Retiree Division
- (b) County Division realignment

Submitted by,
REVISION OF THE CONSTITUTION AND BY-LAWS
COMMITTEE

Mary Ann Bentham, Chairperson
Marie Romanelli
John Francisco
Edward Ochenkoski
Nicholas Dellisanti

Kirk Scott
Carol Craig
Amelia Clay
Nick Cimino
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From politics to motherhood...

GWYN CLARKE

A woman of extraordinary talent

By Richard Chernela
CSEA Communications Associate



BROOKLYN — Gwyn Clarke — telephone operator, union activist, politician, student, teacher and mother — has established herself as a force to be reckoned with in Brooklyn.

Political Action Chairwoman at Downstate Medical Center, where she works nights as a telephone operator, she is president of the East Flatbush Citizens for Community Improvement, a member of Community Planning Board No. 17, and the first black person ever elected to the East Flatbush/Canarsie Community School Board.

And while building her career in public service, she also has been successful at juggling two jobs, raising two children, and putting them and herself through school.

"Everything I've worked for I've achieved," said Clarke, with her usual confidence and bright smile.

Clarke first became involved in politics in 1976 after learning the state Division for Youth was going to open a group home on her block. The home was to serve as a residence for adolescents who had gotten into trouble with the law and needed a structured and highly disciplined environment.

Community group homes serve an important function," said Clarke. "But the community had not been informed of the plans to establish the home, nor had the State gotten any input from the community before making the decision."

She did some research and found that East Flatbush already had 17 group homes, far more than any other community in New York City. Then she brought the issue to the local Community Planning Board, which is responsible for monitoring the delivery of government services to the community.

"Although we lost that battle and the group home was built, the State placed an informal moratorium on additional group homes in East Flatbush," Clarke said.

Gwyn Clarke's fight was worthwhile for other important reasons. "I

'Everyone told me that a minority person could never be elected . . . but I felt that the real issues affecting the quality of education for our children would be more important than any racial issues'



learned how government agencies get things done, and I learned a very important lesson in politics — you have to be constantly in touch with the people in power," she said.

Her fight also earned her respect in her community and resulted in her 1978 appointment to the Community Planning Board serving East Flatbush, Flatbush and Brownsville. She is currently chairwoman of the board's Housing Committee and takes great pride in apartment building rehabilitation projects.

Last year, she took another plunge into politics.

"Everyone told me that a minority person could never be elected to the East Flatbush/Canarsie School Board," she said. "But I felt that real issues affecting the quality of education for our children would be more important than any racial issues."

She was elected easily, becoming the first minority person ever elected to the Board.

A CSEA member since coming to Downstate in 1966, Clarke became the chairperson of the political action committee of CSEA Local 646 last year.

Clark's pet project within the Local has been voter registration.

"One can never overstress the power of the vote," she said. "But individual political activity shouldn't stop after you vote. Every chance you get you must meet with your elected representatives to let them know how you feel on issues."

"If you don't, you'll be forced to accept government actions you may not agree with — some that may greatly affect your own life. It's vitally important to express yourself before the government makes its decisions."

Clarke sees organized labor as a powerful advocate of the political interests of workers.

"In general, organized labor has done a good job of representing workers in the political arena," she said. "But with the current political climate, labor must become more cohesive. CSEA must also become involved with other labor unions and unite with them on issues which affect working people."

Gwyn Clarke's political achievements are impressive. But equally impressive is that while working at Downstate as a telephone operator on the midnight-to-8 a.m. shift, she has earned an Associate of Arts degree from New York City Community College, a Bachelor of Arts degree from Brooklyn College, and a Masters degree in Education from Adelphi University.

Although an eight-hour workday is usually enough for anyone, Gwyn Clarke doesn't just go home and sleep after her night-long shift. She often works as a per diem substitute teacher by day.

She took a break from this hectic schedule in 1979 to serve as executive director of the Learning Post, a sheltered workshop for mentally retarded teenagers.

And as if that weren't enough, her community service activities include membership in the New York Urban League, the National Council of Negro Women, and the alumni chapter of the Brooklyn Delta Sigma Theta community service sorority.

She also tutors people planning to take civil service exams and has played an active role in the Episcopal Charities Appeal.

Her two children are now attending college. Vincent is majoring in business administration, and Veronica, a New York State Regents Scholarship winner, is a 16-year-old sophomore at John Jay College of Criminal Justice.

What's ahead for the active, accomplished Gwyn Clarke? "We'll see what's next," she says.

Given her energy, enthusiasm and record of achievement, it's bound to be something big.

New City contract wins new, keeps old benefits

NEW CITY — "It was a hard fight to retain what we already have," said Unit President Charles Maneri, "but we were able to keep existing benefits and ultimately achieve a fair and equitable settlement."

Items retained in the new three year Town of Clarkstown contract included longevity, Group Health Dental Insurance "Plan M," six annual personal days and vacation leave of 30 days after five years and 35 days after twenty years.

The pact covers nearly 200 employees and was overwhelmingly

ratified, according to Collective Bargaining Specialist Ron Mazzola, who described other major features as:

- * annual wage hikes of seven percent, plus increments;

- * upgrading highway department employees and police radio operators;

- * establishing "salary review committee" to investigate alleged inequities of salary plan;

- * guaranteeing four hours rest period after 16 hours continuous work;

- * allowing three days bereavement leave for death in immediate family;

- * creating joint labor-management safety committee, and

- * settling grievances by binding arbitration through the American Arbitration Association.

The unit's negotiating team, in addition to Maneri and Mazzola, included Lorraine Weigold, Robert Hollander and Harriet Rothermel.

Francis X. Mascola was the town's chief negotiator and he was cited for his "professionalism" by union representatives.