

# CSEA UNVEILS A BOLD LEGISLATIVE PACKAGE PAGES 14 & 15



## CUOMO PLEDGES NO NEW LAYOFFS IN 1984



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# The Public SECTOR

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## Understaffed DOT vs. Winter: 'JUST AREN'T ENOUGH WORKERS'

ALBANY — Staff shortages in the state Department of Transportation are increasingly being felt as winter's storms hit New York state. "We're doing the same amount of work with

half the workforce we once had," says CSEA Local 676 President Milo Barlow.

"People are working around the clock during storms, sometimes as much as 30 hours at a stretch," says CSEA Local 007 President John Wallenbeck.

Barlow adds, "Its taking longer because there just aren't enough workers, but the roads are getting plowed and sanded because of the dedication of the employees. When plowing a road you know that your own family may be riding on it."

DOT Board Representative Joan Tobin says, "It's clear the Highway Maintenance Division is understaffed."

The number of workers maintaining the state's roads has been significantly reduced over the last 10 years. The most recent round of staff reductions made a bad situation worse.

Ten years ago DOT made up 10 percent of the state budget. In the current state budget, it is down to two percent. Now DOT is trying to use

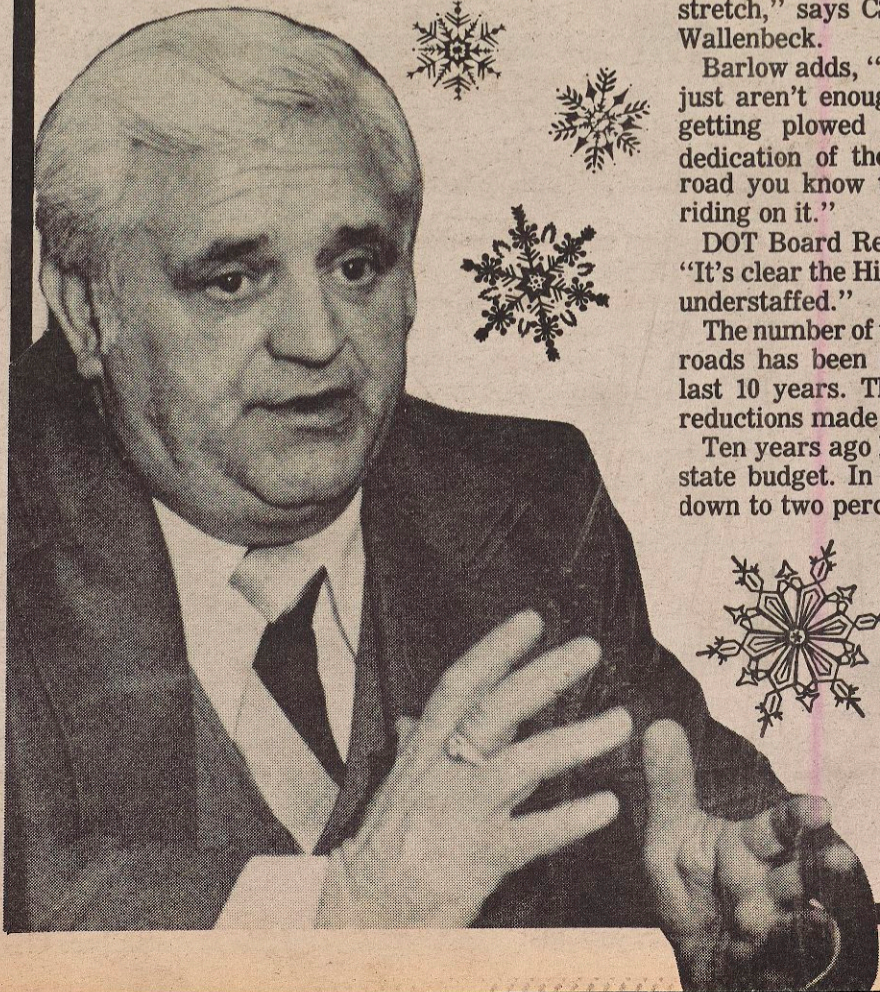
temporary employees and canal workers to pick up the slack, but it is just not enough.

CSEA President William L. McGowan said, "The problems are multiplying. First, there are not enough workers to properly care for the highways in a safe and efficient manner. Compounding that is the fact that the most experienced workers have retired. And finally workers who should be doing needed maintenance work on the Barge Canal are being called upon to try to fill the gap in the Highway Division. That will lead to serious problems on the canal later on."

"There is a clear need for more staff to maintain the state's highways and canals," McGowan concluded.

CSEA has repeatedly stated that staff levels in DOT are too low and warned that this would become apparent during the winter.

"We're seeing the same pattern that exists in the Office of Mental Health and the Office of Mental Retardation and Developmental Disabilities. Staff levels have been set to meet budget targets rather than to provide adequate staff to do the job at hand," said McGowan.



"There is a clear need for more staff to maintain the state's highways..." says CSEA President William L. McGowan.

## Stenographer cleared of incompetence charges

NEW YORK CITY — An arbitrator has dismissed charges of incompetence brought against a senior stenographer with the state Department of Education, declaring that they have "no merit."

The stenographer, Marie Romano, a Local 010 member and a state employee for 10 years, was represented by CSEA attorney Robert Trachtenberg who demonstrated her innocence in the case.

The decision completely exonerated Romano and attributed the notice of discipline to a personality conflict. Calling the conduct of the supervisor who brought the charges against Romano "totally appalling

and unprofessional," the decision stated that the supervisor "finds fault where often none exists."

The arbitrator concluded that if the supervisor liked the grievant "none of these 'supposed' shortcomings would matter and I seriously doubt that charges would have been preferred."

Said Field Representative Alan Jennings: "Here was a case of a supervisor who had a personal dislike for a very competent employee, and who insulted, berated and attempted to have her terminated because of it. But despite a hostile working environment, the grievant maintained her professionalism and did her job with skill and pride."

## CSEA wins Watervliet sick leave dispute

WATERVLIET — One of CSEA's smallest units has won a big decision with the aid of the union's legal assistance program.

Recently, the new executive director of the Watervliet Housing Authority was stopped in his attempt to unilaterally change the terms and conditions of the contract with this unit which represents seven workers.

The case involves John V. DeMarco, an employee who was absent from work from March 16 to March 23. During this period he was not ill but was taking care of his hospitalized father and his mother, who also was ill. When he returned to work, he charged his absence to accrued sick leave.

However, Housing Authority Executive Director Charles V. Petricelli denied DeMarco's use of sick leave and charged the absence to other leave time accruals. The executive director claimed that such use of sick leave was improper.

"Our evidence and the testimony proved that the charging of sick leave for the care of family members was an established past practice," CSEA Field Representative John Cummings said.

"But the issue became a test of wills between the new executive director, who wanted to run things his way, and CSEA which wanted to protect the rights of its members. Apparently, the executive director did not believe that CSEA would take the matter all the way to arbitration."

When the grievance procedure failed to achieve the desired goal — full restoration of employee's accrued leave and use of accrued sick leave for family illness — CSEA did take the issue to binding arbitration.

Attorney Richard E. Doling of Roemer and Featherstonhaugh assisted Field Representative Cummings and DeMarco in the union's presentation before arbitrator Louis R. Salkever.

Salkever ruled in favor of DeMarco based on the evidence including a copy of an absence report form used by the Watervliet Housing Authority which specifically listed "Sickness in immediate family (parents, spouse, son, daughter, brother...)" as reason for use of accumulated sick leave. Salkever ordered that DeMarco's absence for six work days be charged to his accumulated sick leave and that accrued time worth more than \$300 be returned to his other accruals.

CSEA Legal Assistance Program Administrator Anthony Campione reports that DeMarco's representation cost CSEA more than \$600 between paying the union's share of the arbitrator's cost and providing legal representation. "DeMarco's union dues provided him with expert legal representation at no cost and won back \$300 worth of leave time management was attempting to charge him for his decision to take care of his ill parents. This victory for one individual in a small unit is not unusual. They happen every day," Campione said.

## High risk car insurance offered through CSEA

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ATT: CSEA Masterplan  
Telephone: 1-800-462-2636

## Nassau local holding forum to discuss contract

GARDEN CITY — Nassau Local 830, largest in CSEA, is gearing up for an early start on negotiations for a 1985 contract, according to Jerry Donahue, president.

Donahue issued a call to county members to submit any proposals they have for inclusion in the union's preliminary contract demands.

A forum for county members to present their ideas has been scheduled at a general membership meeting Feb. 25. The meeting will be from 9 a.m. to noon in the Westbury Holiday Inn.

About 13,000 of the Local's 20,000 members are employees of Nassau County.



ON NEW YEAR'S EVE, a new contract for a new bargaining unit marked a brand new year for the Town of Crawford, Orange County. Robert Decker, president of the new unit representing employees of the town's highway department, and CSEA Field Representative Felice "Flip" Amodio, are pictured here looking over the shoulder of Town Supervisor Graham S. Jamison as he signs the contract which provides a 14 percent pay increase over the next two years. Decker said the new members are looking forward to a long and beneficial relationship with CSEA.

## Officer schedules talk time

NEW YORK CITY — CSEA Region II President Frances Dubose Batiste has announced she will be available every Friday by appointment to accommodate members of local union officials.

She will be available by appointment between 9:30 a.m. and 2 p.m. each Friday to discuss any union-relation concerns. Appointments may be scheduled by calling the CSEA Region II office at (212) 587-8200.

## Asbestos standards enforced

Although new federal OSHA standards limiting occupational exposure to airborne asbestos fibers are being held up in court, public employees in New York state are benefitting from the tougher standards because of special action taken by state Department of Labor Industrial Commissioner Lillian Roberts.

Commissioner Roberts moved to allow field inspectors to enforce the new federal standards in New York state under a "general duty" clause until such time as the new standards are incorporated as part of the federal rules and regulations.

The new standard limits occupational exposure to airborne asbestos fibers to 0.5 fibers per cubic centimeter of air with fibers not to exceed five micrometers in length.

**'In the 19 years that I have been a union member, I've always felt protected by CSEA.'**

**—LINDA ETTSON,  
therapy aide**



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## **Security upped at Coram DSS in response to client problems**

CORAM — In response to an ongoing abusive client problem at the Coram Center Department of Social Services, management there has altered the routine of security personnel to increase uniformed presence and reduce the likelihood of future incidents.

In the past two months, there have been several incidents involving physical assault by clients at the center.

In early December, Barbara Westbay, a clerk-typist, was discussing a case with a client while serving as a receptionist for the center. From her position behind a glass partition, she had trouble hearing the client, and asked that person to come to the secured door so she could hear better.

Upon finishing her discussion with the client, a couple tried to barge through the door into the restricted area. Westbay, in trying to prevent this, was pushed, punched, hit and scratched. A security guard, alerted by the shouting, came to her aid.

Westbay contacted Kevin Mastridge, safety representative of Suffolk County Local 852, about the incident.

"I was never trained to deal with violent clients, and I am unsettled by the legal alternative available," she said. "I must press charges against the client, at my expense, for defending county property."

According to center manager Tom Kavanaugh, other recent incidents of violence included a fight that broke out between two clients several weeks ago. And on Jan. 5, security personnel called in police to remove an abusive person from the building.

In addition to altering security at Coram DSS, management has requested guidelines for employees to follow in dealing with physically abusive clients.

Said Westbay: "It's not just the safety of the employees at this point. It's also a question of the safety of other clients and the ability of the threatened employees to function effectively."

## **Job abolishment costly error for Huntington**

HUNTINGTON — The Town of Huntington has been ordered to pay John Cody \$7,468.95 difference in pay after abolishing his job of code enforcement officer and appointing him to a job six grades lower. In this new job as town investigator, Cody performs substantially the same tasks he had as code enforcement officer.

"When the Suffolk County Civil Service Department audit indicated Cody was performing the function of code enforcement officer," said Field Representative Jim Walters, "CSEA asked the town to grant Cody the higher job title. The town denied the request and CSEA filed a grievance, which was denied. CSEA requested an arbitrator settle the matter.

"Our member was vindicated by the arbitrator's finding," Walters said. However, the Town of Huntington ignored the finding and refused to compensate Cody.

Lester B. Lipkind, counselor for CSEA, sought an order to conform from the Supreme Court of the State of New York. The court did so, and the town is now required to pay Cody.

## **Dismissal of misconduct charges cited as 'precedent-setting' victory**

NEW YORK CITY — An arbitrator's dismissal of misconduct charges against a Bronx Psychiatric Center food service worker who did not return to work after suffering personal injuries has been called "a major, precedent-setting victory" by Local 401 President Ernest Punter.

Employee Jessie Tompkins required hospitalization last December after suffering back and neck injuries when an elevator she was riding in fell several floors. She was pregnant at the time.

In mid-January, Tompkins was examined by her employer's doctor and ordered to return to work, despite her own doctor's determination that doing so would pose a serious threat to her pregnancy. She did not return to work and was placed on unauthorized leave.

CSEA Regional Attorney Robert Trachtenberg was successful in having a proposed termination penalty overturned, and in having all documents relating to the charge removed from Tompkins' file.

While the arbitrator's decision points out that both doctors were credible, it states that greater weight was given to Tompkins' own doctor since he had spent more time with her and was "very familiar" with her condition.

"This is undoubtedly a major, precedent-setting victory in that it establishes that an employee's own doctor offers a more credible assessment than a doctor who sees a patient for 10 or 15 minutes," said Punter.

"As the decision points out," he added, "this is not the type of situation where you can work now and grieve later."

A grievance is pending on Tompkins' behalf demanding her right to use accrual time and other medical-related benefits towards time and monies lost during her absence.

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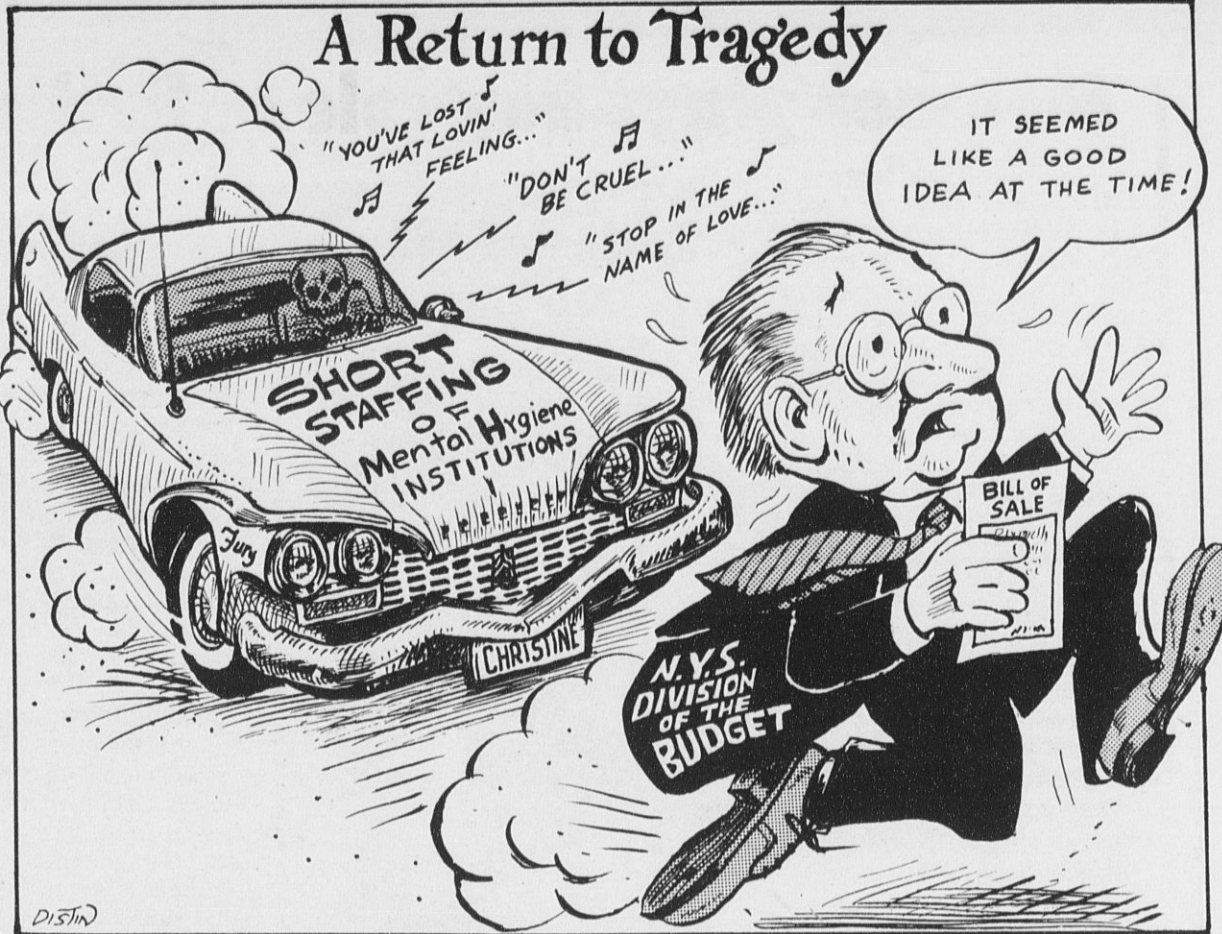
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## Federal funding for PESH threatened

If President Reagan has his way, the \$1.7 million dollars appropriated by Congress for the New York state Public Employees Safety and Health Program (PESH) will never be received, according to a PESH spokesperson.

The monies, long overdue, are being held up by a presidential request to reconsider the appropriation. For this request to be successful, both houses of Congress must pass a resolution (two thirds vote) to rescind the allocation for New York state.

"It is difficult to understand why the president

has focused such concentrated attention on the NYS PESH Program, first with delays in the state plan approval, and now, an attempt to deny us funding. But one fact is clear; balancing the budget by limiting federal spending will seriously undermine the effectiveness of the NYS Safety and Health Program for public employees," a PESH spokesperson said.

"Write today to your congressmen, demanding that they vote 'no' on any attempt to deny us funding. Write today for a safer and healthier tomorrow," the spokesperson urged.



## Voting slated for Mental Hygiene seats on CSEA board

ALBANY — Ballots are in the mail for the elections to fill the three vacant Mental Hygiene seats on CSEA's statewide Board of Directors.

The candidates are: in Region III, Alexander Hogg and Robert Watkins; in Region V, Sam Ramsey and George McCarthy; and in Region VI, Dominic Savarino, Terrence Melvin and Mary Cartwright.

Replacement ballots may be obtained by contacting the Independent Election Corporation of America, phone 516/437-4900.

Votes in the three races will be counted Jan. 25, and the election protest period ends Feb. 4.



## Butero, activist, dies

NEW YORK CITY — Long-time CSEA member and activist Salvatore Butero died recently of a heart attack. He was 75.

A union officer with more than 40 years of state service, Butero served as third vice president of Metro Retirees Local 910 for the past two years, and was on the ballot for the position of first vice president at the time of his death. He was also past local president of N.Y. Psychiatric Institute Local 419 for many years.

He is survived by a wife and three children.

## Mechanics get allowance for tools

ALBANY — A \$100 tool allowance is scheduled to go into effect for CSEA Operational Services Unit employees who must provide their own tools to repair motor equipment.

A joint New York State/CSEA Working Conditions Committee decided recently to provide the cash allowance to employees who work in the Department of Transportation, Office of General Services, Health Department and Office of Parks, Recreation and Historic Preservation.

Receiving the allowance will be approximately 400 employees with the following job titles:

motor equipment mechanic, maintenance assistant (mechanic), body shop mechanic, motor equipment test mechanic and motor equipment mechanic supervisor.

Checks are in the mail to DOT employees and will be sent, in the near future, to employees in the other affected agencies. In the meantime, Collective Bargaining Specialist John Naughter says that the committee is gathering information regarding other OSU employees required to provide their own tools.

The funds are provided under Article 15 of the CSEA/OSU contract.



THE WORKING CONDITIONS COMMITTEE, a joint labor/management venture between CSEA and New York state, met recently to allocate funds to Operational Services Unit employees who must provide their own tools to make motor equipment repairs. Shown, from left, are Rita Pete, Allen DeMarco, Charles Thompson, Richard Riley, Hank Wagoner, Bud Mulchy, John Naughter and John Wallenback. Committee members not shown are Bonny Cauley, Eli Jones, E. Patricia Boland, Stephen Beditz and Louis Gilmore.

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# Member plays key role in finding kidnapped baby

By Joel Bruinooge

**CSEA Communications Associate BOHEMIA** — A 17-month-old baby kidnapped from a busy shopping mall was quickly back in her mother's arms, thanks to an alert CSEA member who remembered part of the kidnapper's car license plate number and recalled the rest while under hypnosis.

Betty Patrizi, a school bus driver for the Connetquot School District and a member of Suffolk Education CSEA Local 870, was with her daughter at the mall when she had the presence of mind to notice the license plate number after witnessing the kidnapping, she said. Betty said she noticed a woman lift a baby from a stroller and strap her into a car seat. "I would've thought the kidnapper was another tired mother putting a cranky baby in the car," Betty said, "except the kidnapper just ignored the baby's stroller."

She ran after the kidnapper's car, calling that she had left behind the stroller. Hoping to find the owner of the stroller, Betty tried to remember as much of the license plate number of the vanishing car as she could.

Betty and her daughter, Debbie, entered the nearest store looking for someone to tell the story of the lady who left behind a stroller. They came upon a frantic mother searching for her baby. Betty, it turned out, had just seen the kidnapper put the baby in a car and drive away.

The police pieced together the



**A HEROINE'S STORY** — School bus driver Betty Patrizi, right, a member CSEA Local 870, tells a customer in her dress shop about how her genuine concern for a forgotten stroller made a recent kidnapping on Long Island the fastest-solved such crime in Suffolk County.

evidence, but they needed something to clearly identify the kidnapper. In order to get that information, the police asked Betty to undergo hypnosis to remember the rest of the license plate number. She was hypnotized and recalled the entire number. She

even remembered the insignia on the back of the car.

The police found the suspect's address, and they asked Betty to come along to identify the car.

"When the police found the baby unharmed, I breathed a deep sigh of relief," Betty said. "The woman

*'I would've thought the kidnapper was another tired mother putting a cranky baby in the car, except the kidnapper just ignored the baby's stroller.'*

—Betty Patrizi

who had kidnapped the baby was quite unusual. She had not married or had a child of her own, but she apparently wanted a child very badly. The police found things you'd have for a baby: a crib, a playpen, the car seat and toys."

The case turned out to be the fastest-solved kidnapping in Suffolk County, and Betty received a citizen's award from the police for her contribution.

Betty said she helped "because I love kids." That is something Betty's friends have known for a long time. Betty used to dress up as the Easter Bunny to the delight of the kids in the Connetquot School District.

"A couple of kids came into my shop (a dress shop she operates) with their mothers," Betty said. "They looked up at me and said, 'You're the Easter Bunny.' That gave me a really warm feeling."

The 10-year member of CSEA started out driving special education children to school. When she retires, she plans on volunteering to work with special education kids, in addition to running her dress shop.

## Safety and health reps take tour of DOT sites on Long Island

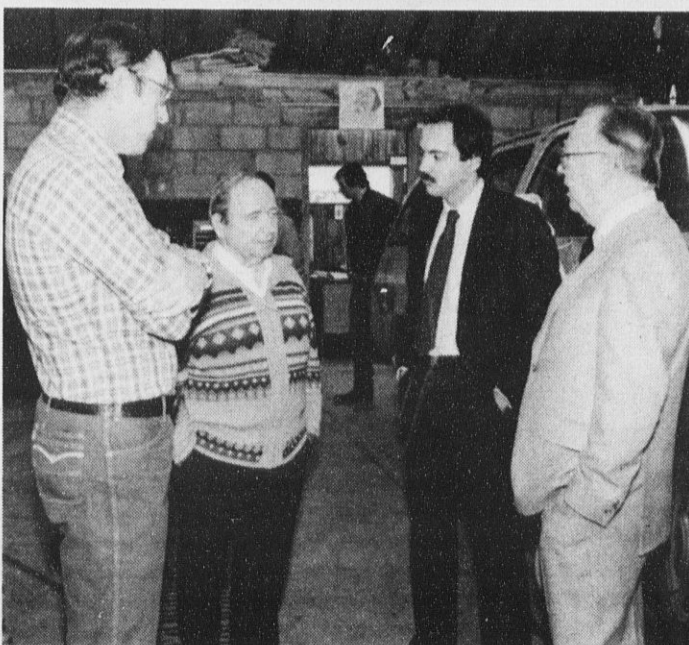
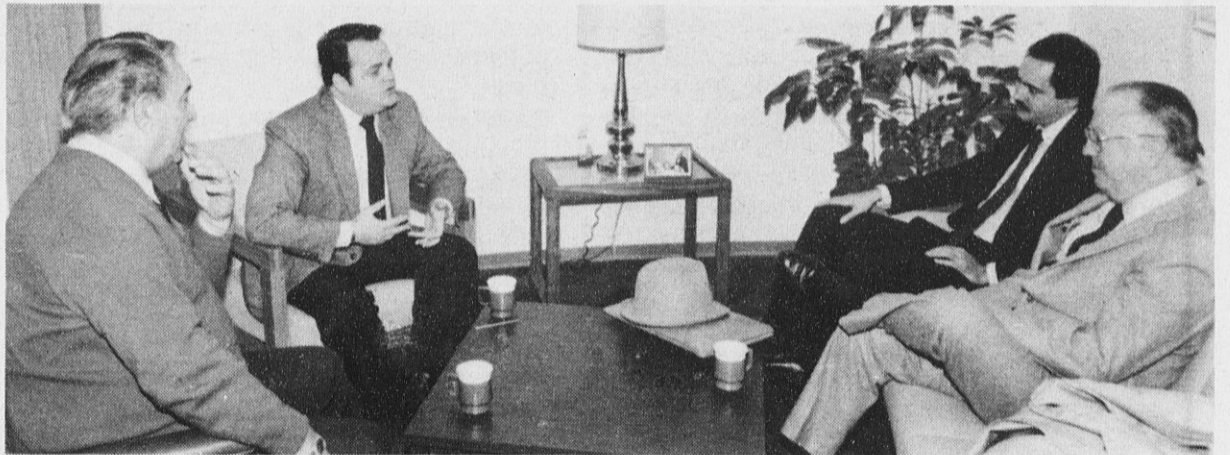
Representatives of the joint New York State/CSEA Safety and Health Maintenance Committee recently visited state Department of Transportation facilities on Long Island as part of their study of safety training requirements.

John M. Pardee, the impartial chairperson of the committee, and Program Coordinator Ted Todorov were guided on the Long Island tour by Lou Mannellino, president of Department of Transportation CSEA Local 508 and the Long Island representative to the committee.

"We're getting grassroots exposure to the function of a DOT yard," Todorov said. "Our impressions from this trip gives us a foundation on which we can research safety alternatives and, eventually, make recommendations."

Among the sites visited was the Central Islip equipment maintenance yard, which ranked first among all DOT yards in the state by having the least number of injuries during 1983.

"The C.I. equipment maintenance yard reduced its rate of injury from 26 in 1982 to only one in 1983. I hope we discover the secret of their success," Mannellino said.



**TRAINING NEEDS** — Discussing the need for more safety training in the Department of Transportation yards on Long Island are, from left, Lou Mannellino, president, DOT Local 508; CSEA Long Island Region President Danny Donohue, Ted Todorov, joint safety committee program coordinator, and John Pardee, impartial chairman of the committee.

**SHOP TALK** — Sharing views during a recent tour of the Central Islip road maintenance residence 04 yard are, from left to right, Kenny Dugan, assistant resident engineer, DOT, Bill Thornewell, resident engineer, DOT, and Ted Todorov and John Pardee.

# STATE OF THE STATE

## NO MORE LAYOFFS, SAYS CUOMO



Gov. Mario M. Cuomo

### State takeover of felony supervision draws criticism

ALBANY — Opposition is gathering to Gov. Mario Cuomo's proposal for a state takeover of felony supervision and investigative services currently provided by county and city probation departments.

James Brady, who chairs CSEA's Probation Committee, warns that such a takeover would result in "fragmentation" and "destroy probation."

Cuomo's proposal, according to a report issued by the state Council of Probation Administrators, "will require parallel systems, one for felons and one for misdemeanants and Family Court under three different funding formulas. Rather than eliminate duplication, it creates it by having state and county/city agencies provide the same investigative and supervision services."

Skepticism is also being voiced by other members of the Probation Committee.

Francine Perretta believes "upstate is going to suffer," while James Brearton comments: "Our concern is for probation. Counties will be tempted to contract out misdemeanor services and the system will be top heavy with felons."

The status of clerical employees in local probation departments also remains in question.



*Some improvements in the civil service system can be made quickly.*

—CSEA Executive Vice President Joseph E. McDermott

ALBANY — Gov. Mario M. Cuomo outlined a broad program to rebuild New York in his second State of the State message, delivered here last week. Many of the proposals contained in the message would have a direct impact on public employees.

Cuomo called the state's workforce "a group of dedicated public servants whose contributions to the quality of life in New York state are frequently overlooked."

While indicating there will be no layoffs in the Executive Budget Proposal for fiscal year 1984-85, the governor said he would set up an Interagency Task Force to better manage the workforce.

In response to this plan, CSEA President William L. McGowan said, "The layoffs in the current fiscal year were unnecessary. The entire staff reduction program was badly handled and demonstrated an inability to manage the state workforce. The governor apparently realizes the need for improvement in that area."

Cuomo also said in his message that Civil Service Commission President Karen Burstein will travel the state seeking information on how to revitalize the civil service system.

Commenting on this, CSEA Executive Vice President Joseph E. McDermott said, "Some improvements in the civil service system can be made quickly."

"The Civil Service Department needs to give tests on a regular basis, keep appointment lists up to date and stop the use of temporary and provisional appointments to turn civil service jobs into political patronage plums," said McDermott. "CSEA is committed to the concept of merit and fitness as the basis for civil service hiring."

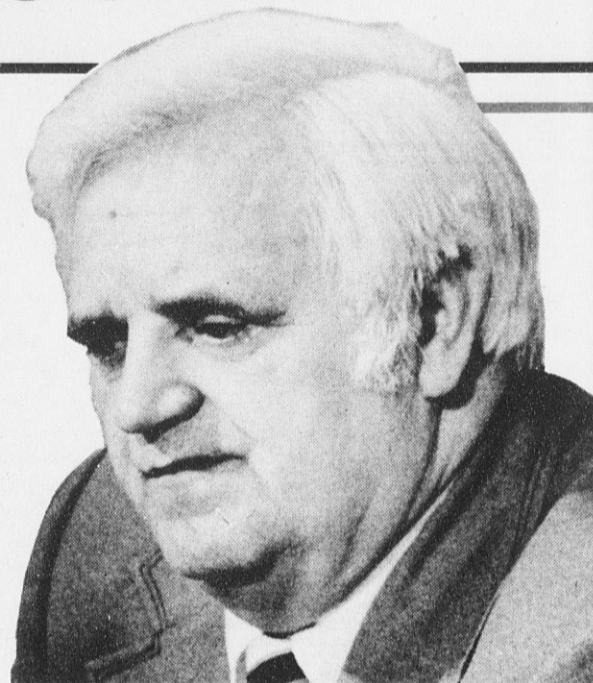
Gov. Cuomo also stated a commitment to the mentally ill: "...we must not forget the most needy among us — the mentally disabled — who remain dependent on government for their very well being and require our assistance to be contributing members of society."

According to President McGowan, Cuomo can "prove his commitment to the mentally ill and handicapped by filling the 2,400 direct patient care jobs that his Division of Budget has frozen."

CSEA has documented and key legislators agree that the Division of Budget's fill levels for the Office of Mental Health and the Office of Mental Retardation and Developmental Disabilities, at the end of this fiscal year, are 2,400 positions lower than the level authorized by the Legislature.

The governor's message directs the Office of Mental Health, in consultation with the unions and others, identify required staffing levels. In its report, "A Return to Tragedy The Effect of Mental Hygiene Staffing Reductions," CSEA called on the governor to let OMH and OMRDD set appropriate staff levels to provide quality care, rather than letting the Division of Budget set staff levels based on fiscal targets.

The governor also called for the creation of



*The entire staff reduction program was badly handled, and demonstrated an inability to manage the state workforce.*

—CSEA President William L. McGowan

3,000 new community residence beds for OMH and OMRDD.

The closing of the Staten Island Developmental Center is also on the governor's agenda. "Willowbrook will be closed," he said. He says the census of 250 clients called for in the Willowbrook Consent Decree would be financially "unsound," so he proposes community residences instead. Currently, SIDC is providing service to 1,700 clients. The proposed closing is several years away.

"The proposal to close SIDC sounds like the idea of a new commissioner in OMRDD who wants to make a symbolic act. The fact is that there are handicapped people there who need service. CSEA will be very interested in seeing how the agency plans to provide that service without the support of an institution," said McDermott.

*CSEA will be vigilant to make sure local governments do not...replace civil service employees with trainees.*

—CSEA Statewide Secretary Irene Carr

A similar reaction came from Sen. John Marchi (R-Staten Island), chairman of the powerful Senate Finance Committee. Legislative approval is needed to close a facility.

The governor also called for the creation of a \$25 million Job Training Partnership Fund, a proposal which CSEA Secretary Irene Carr said the union will study carefully.

"While helping the unemployed find new skills and job opportunity is a goal we applaud, CSEA will be vigilant to make sure local governments do not use the money to replace civil service employees with trainees," Carr said. She noted that this has been a problem in some areas with federal training programs.

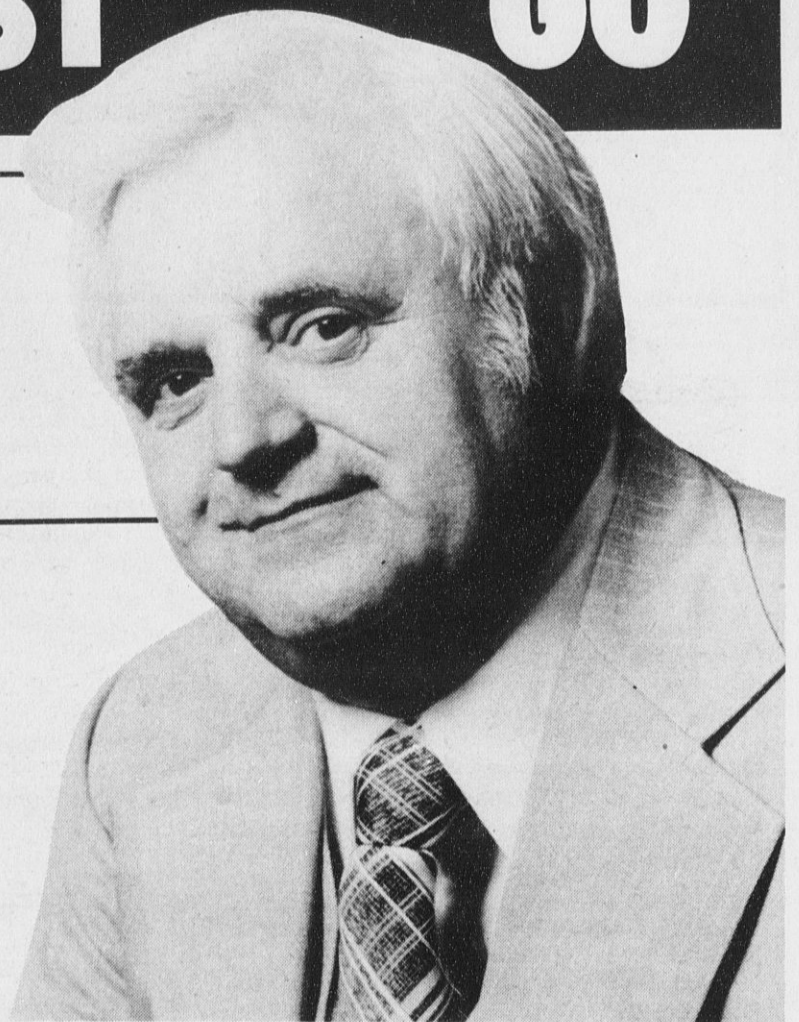
# REAGAN MUST GO

## President's Message

Fraternally,

*Bill*  
WILLIAM L. MCGOWAN

**'It is vital that every one of us works hard this year to make sure Ronald Reagan is defeated.'**



The 1984 presidential election will be a very important one for CSEA members. This November we can either accept four more years of an administration that has devastated public services and shown nothing but unfairness for the poor, workers, minorities, women and the elderly — or we can make a change in direction.

It is vital that every one of us works hard during this year to make sure Ronald Reagan is defeated.

Under this administration we have seen hunger and poverty rise. In Rochester in 1982 the number of soup kitchens increased by 75 percent. In Harlem, between 1980 and 1982, emergency food requests increased by 1,250 percent.

While the number of hungry people

increased, Ronald Reagan had a commission study the problem. After months of hearings and thousands of dollars in costs, the commission concluded that "there is hunger in America," but there is no way to accurately measure it. Reagan's commission then went on to propose further cuts in federal anti-hunger programs. These cuts would come from an administration that has already cut more than \$400 million in child nutrition and food stamp programs.

Reagan's wild military spending spree has run up the largest federal budget deficit in history. We all want a strong defense, but the Reagan policy amounts to a welfare program for the defense contractors.

Even one former Republican

strategist has been quoted as saying that the Reagan deficits will lead to a serious recession if he is re-elected.

We can put an end to this

unfairness. I urge you to register to vote and then follow the campaign. Think about the issues and how they affect you and your family.

**As Congress resumes, Reagan seeks . . .**

## More for the military, less for the poor

WASHINGTON — The second session of the 98th Congress will face a range of issues which affect the lives of working people as taxpayers, consumers and union members.

The annual round of budget deliberations will affect the unemployed, the elderly and the poor as the Reagan administration seeks further cuts in social programs, including Medicare, while pressing its military buildup.

Congress reconvenes Jan. 23, following a two-month holiday adjournment, in the politically-charged atmosphere of an election year.

High on organized labor's priority list is legislative action to stop the growing practice of corporations declaring bankruptcy in order to get out of collective bargaining agreements. Hearings by the House Labor-Management Relations Subcommittee during the past session "clearly established the need for strict guidelines to check this abuse of the bankruptcy laws," said subcommittee Chair William L. Clay (D-Mo.).

Another priority — also addressed to the current anti-labor offensive — is a bill to debar companies which are chronic labor law violators from lucrative government contracts. Rep. Clay's subcommittee reported the bill to the full House Education and Labor Committee in November.

Labor will keep up its guard against a bill to amend the Hobbs Act to make union members subject to federal prosecution on charges of extortion if they are involved in a picket line incident, however minor. The bill, a favorite of the New Right, went nowhere last session.

A bill to cushion the effects of plant closings and to seek alternatives to shutdowns cleared the Clay subcommittee in October and faces action by the full committee.

A subminimum wage for youth has long been on the conservatives' back burner. But President Reagan recently revived this proposal to weaken wage standards in a talk in which he also attacked the concept of a federal minimum wage.

It is expected that job creation legislation left over from the first session will be opposed with the argument that the "recovery" has reduced unemployment despite the more than 9 million Americans who are without jobs. The Community Renewal Employment bill passed the House in September on a 246-178 vote.

Other bills to aid the jobless, part of the Democrats' Phase II relief program, include mortgage relief and health insurance. Bills to strengthen the unemployment insurance system have been introduced.

Industrial policy legislation hammered out following lengthy hearings by a House panel will stir the national debate on this vital issue.

The Equal Rights Amendment, which fell short of the two-thirds needed for House passage late in the session, remains a live issue, especially during the election season.

Two important issues for consumers may come up in the second session as they did in the first. Consumers won a round when the House voted to block the Federal Communications Commission from imposing a long-distance telephone "access charge" that would shift billions of dollars from business to residential phone users. The issue is before the Senate.

Consumers also held their own when the Senate rejected an administration-backed bill to end price controls on natural gas. But a labor and consumer-supported bill to roll back natural gas prices also lost in the Senate.

Although President Reagan has not released his proposed budget for fiscal 1985 beginning Oct. 1, reliable reports indicated that Reagan will propose to cut more than \$8 billion from social programs while boosting military spending by about \$43 billion.

The Reagan budget, according to the reports, will include large cuts in Medicare, Medicaid, Aid to Families with Dependent Children, maternal and child health care, food stamps and other nutrition programs, job training programs, mass transit, housing programs and environmental and park programs.

Reagan proposed many of these cuts for the current fiscal year, but the 98th Congress rejected most of them last year. The 97th Congress gave the president most of what he wanted in 1981 and 1982.

Reagan also is expected to renew his request to limit the amount of tax-free health insurance employees can receive from an employer. The new tax would affect an estimated 30 percent of workers with employer-paid health insurance.

The administration's Medicare proposals reportedly would increase out-of-pocket costs to the elderly, including higher premiums, deductibles and charges for the first 60 days of a hospital stay. A catastrophic care proposal would protect those relatively few patients who spend over 60 days in a hospital from costs above \$1,530 a year.

The Reagan budget projects a \$186 billion deficit, or a nearly \$200 billion deficit if the administration's economic estimates prove too optimistic.



**LOOK** — Participants in a recent women's conference in Region II fix their full attention on a speaker. Several men attended the forum which regional President Frances Dubose Batiste said addressed the "interests of women and men alike."



**A POINTER** — President Dubose Batiste emphasizes an issue at the women's conference on promotion and job-related stress.

## Women's forum focuses on stress, promotion

NEW YORK CITY — More than 40 people turned out for the first Region II Women's Conference where they explored the topics of promotion, stress and goal-setting.

Marcia Calicchia, an instructor at Cornell University's New York State School of Industrial and Labor Relations (NYSSILR) opened the presentation with suggestions for getting promoted in what she called a "very rigid system." But she prefaced her comments with a caution.

"First get rid of the idea that you have to get promoted. If you are happy where you are, that's great. Don't feel that pressure to move up. I know people who have and are miserable because of it," she said.

If you are interested in promotion, however, specific measures will improve your chances. One way is to take college courses in your field.

Also, volunteer work is valuable since it can often be translated into college credit.

"A lot of the work you do as union activists, for

example, requires a large degree of skill and experience, which can mean credit," Calicchia pointed out. "Be active. That is key. The more you do, the greater chance you have of getting promoted." She also advised participants to take advantage of the LEAP and CSEAP programs.

Calicchia told attendees to learn how to "play the game" of taking Civil Service tests by using the test preparation videotapes available through regional offices. "These tapes, and the accompanying booklets," she said, "are excellent tools and can really make a difference in your scores."

"We all know," Calicchia said, "that many people are great test-takers who can't do the job once they get promoted, while others are superior at their jobs but can't take a test well. That's because the tests have nothing to do with the actual jobs. But until tests are revised," she added, "we have to learn to play the game."

Calicchia credited CSEA with providing "the biggest push" behind the creation of bridge unit programs, and urged members to get involved in the effort to reform the Civil Service exams.

NYSSILR instructor Ellen Sadowski discussed

the relationship between job pressure and stress, and offered practical suggestions for coping.

Diet, exercise and goal-setting can all help alleviate stress, she noted.

"Goal-setting gives you a focus for your energy and it also means you are expressing confidence in yourself for achievement," said Sadowski.

She emphasized that goals should be realistic, specific and your own. She illustrated the relationship between good health and goal-setting by citing a major study of terminally ill patients who improved drastically after setting goals.

"When these patients formulated their own goals, and stopped working for others, it was the first time they had consciously formulated a reason for living. Some of those patients lived, despite the worst predictions."

Because coffee, cigarettes, alcohol and sugar all "ultimately affect the blood sugar level, reducing or eliminating these substances also will help to reduce stress.

Region II President Frances Dubose Batiste pointed out that the workshop was the first of many such conferences to be sponsored by the Women's Committee.

"We will continue to conduct forums like this one," she said, "which address the concerns of and interests of women and men alike."

**GREETING WITH OPEN ARMS** — Dubose Batiste makes introductory remarks at the meeting. Giving her a hand are Marcia Calicchia and Ellen Sadowski, NYSSILR instructors who spoke at the conference.



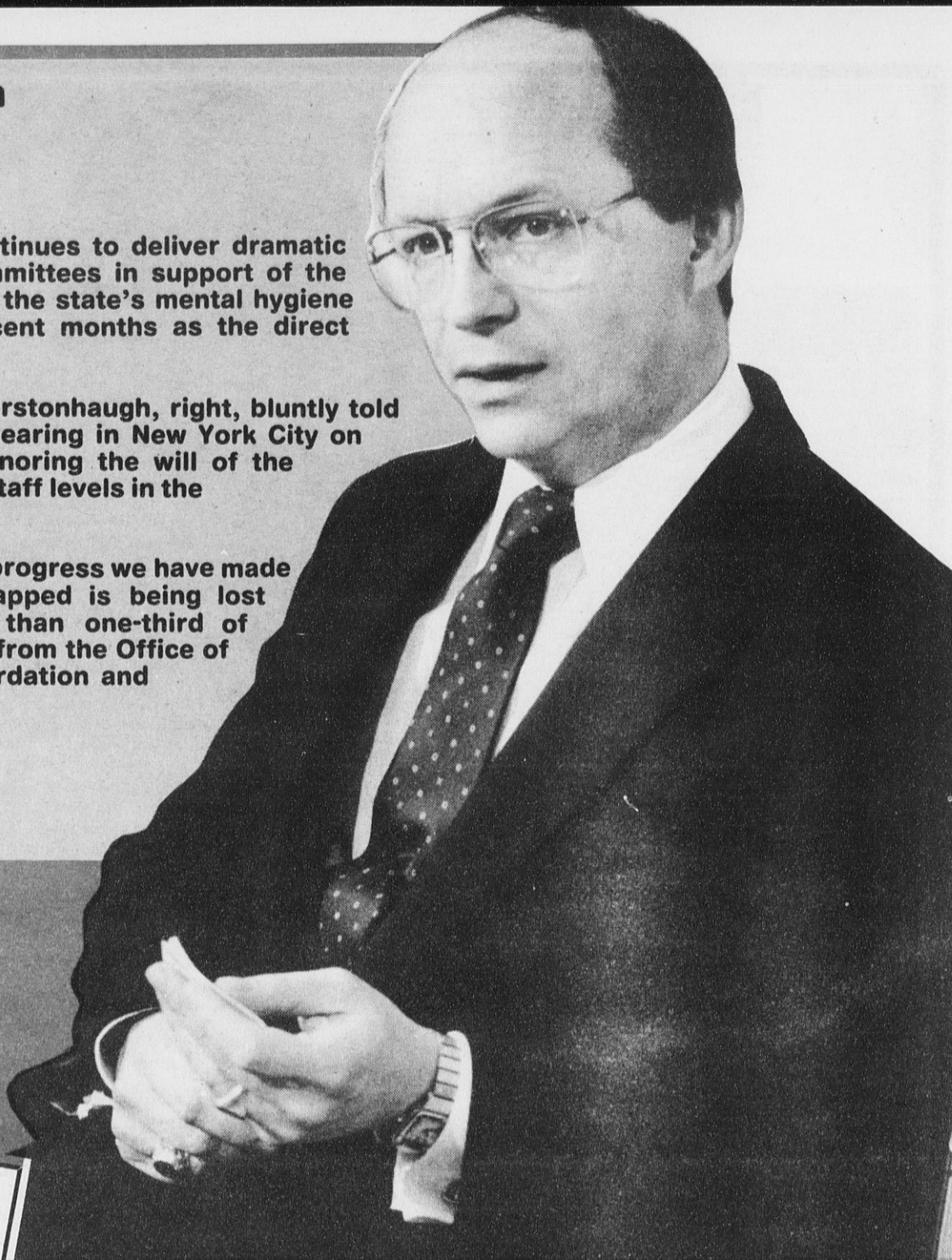


**'The progress we have made in caring for the mentally ill and handicapped is being lost . . .'**

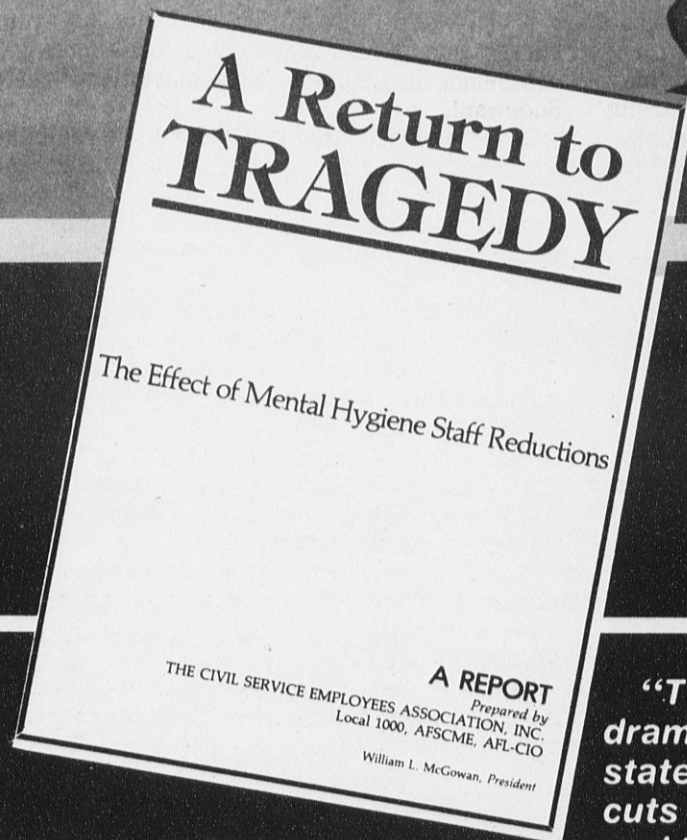
The Civil Service Employees Association continues to deliver dramatic testimony before major state legislative committees in support of the union's contention that the quality of care in the state's mental hygiene facilities has been severely damaged in recent months as the direct result of staff reductions.

CSEA Attorney and Lobbyist James D. Featherstonhaugh, right, bluntly told the Senate Mental Hygiene Committee at a hearing in New York City on Dec. 29 that, "The Division of Budget is ignoring the will of the Legislature by refusing to maintain adequate staff levels in the psychiatric and developmental centers."

As a result, Featherstonhaugh warned, "The progress we have made in caring for the mentally ill and handicapped is being lost because of arbitrary budget cuts. More than one-third of the total state workforce reduction has come from the Office of Mental Health and the Office of Mental Retardation and Developmental Disabilities."



## A RETURN TO TRAGEDY



CSEA has documented the dramatically lowered quality of care for residents of the state's psychiatric and developmental centers in a report entitled "A Return to Tragedy." The report has been distributed to members of the state legislative committees that are conducting hearings into the effects of mental hygiene staff reductions. The entire report is reproduced on pages 10 and 11 of this issue of The Public Sector.

**"The report shows that severe staff reductions have dramatically lowered the quality of care for residents of the state's psychiatric and developmental centers. The staff cuts have also created danger for those residents, workers and the community.**

**Repeatedly, we have been told that in a family it is unfair to treat a gifted child and a handicapped child alike. The Governor and the Legislature made a covenant to provide adequate levels of care for the mentally ill and handicapped members of 'the family of New York.' This report documents the fact that the division of the Budget is not implementing that mandate.**

**The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, is the largest public employee union in New York state, representing more than 43,000 workers employed by OMH and OMRD."**

*—Excerpts from Foreword section of "A Return to Tragedy."*



The Mental Hygiene mess

# TOO FEW TRYING TO CARE FOR TOO MANY

**"The state's institutions are slipping back to where they were in the early 1970's when 'Willowbrook' became a household term. Only extra effort, in some cases heroic efforts, on the part of the workers in those facilities is preventing disaster."**

— testimony by CSEA Region VI PAC Chairman Dominic Savarino before Assembly committee, Buffalo, December, 1983.

**"...beds are in such short supply that clients have been sleeping on cots and mattresses placed in the hallways."**

—Local 401 President Ernest Punter

**"...direct and obvious link between short staffing and incidents of physical injury among staff."**

—Fred Daniels, Local 413



DISCUSSING THEIR TESTIMONY given at a public hearing before the State Assembly Committee on Mental Health last month in New York City are Ernest Punter, left, president of Bronx Psychiatric Center CSEA Local 401, and Fred Daniels, grievance representative for Manhattan Psychiatric Center CSEA Local 413.

**"Even though we push our staff to the maximum, there is only so much that can be done with current levels. And while we as staff suffer, the clients suffer more."**

— testimony by Local 412 President Robert Watkins before Assembly committee, New York City, December, 1983.

ROBERT WATKINS, president of Letchworth Village Developmental Center CSEA Local 412, describes difficulties at his facility caused by personnel shortages. Watkins testified before an Assembly committee hearing held last month in New York City.





# WE WILL BE HEARD IN WASHINGTON



**SHEILA BROGAN** — her committee hopes to raise \$50,000.

CSEA's PEOPLE Committee will soon be launching the most ambitious and sustained fund raising campaign in the union's history.

And by the time the federal elections roll around this Fall, the Committee expects to raise \$50,000 in volunteer contributions from CSEA members to elect federal legislators favorable to the labor philosophy.

Sheila Brogan, who is also Western Region secretary, is chairwoman of the CSEA Committee, which is a major part of PEOPLE (Public Employees Organized for Legislative and Political Equality), the political action arm of AFSCME, CSEA's international labor union affiliate.

AFSCME's 1984 political operation will be among the largest in the labor movement. And a major portion of AFSCME's operation will be

dependent upon CSEA's participation since CSEA is the largest single local within AFSCME and comprises about one-quarter of the international's membership.

CSEA expects to mobilize large numbers of member volunteers in support of the federal election campaigns through phone bank operations, voter registration drives and other support services. Brogan's PEOPLE Committee has the responsibility for raising the volunteer cash contributions portion of the overall campaign.

To that end, Brogan said, her committee will be meeting soon to map out specific plans for conducting dozens of fund raising projects and programs to meet its \$50,000 goal. Meanwhile, CSEA members and their families can boost CSEA's effort in the 1984 federal elections by sending contributions to PEOPLE now. Use the form below.

If you want to boost CSEA's effort for the 1984 federal elections, send your contribution payable to "PEOPLE" to the CSEA Legislative Office, 150 State Street, 5th Floor, Albany, NY 12207. Contributions can result in an income tax credit up to \$50 for a person filing singly or \$100 for a joint return.

YES! I want to contribute  \$1  \$3  \$5  \$10  \$\_\_\_\_\_ to the CSEA PEOPLE effort. I understand this money will be used in federal elections.

NAME \_\_\_\_\_ Local # \_\_\_\_\_

ADDRESS \_\_\_\_\_

Zip \_\_\_\_\_

*In accordance with federal law, the PEOPLE Committee will accept contributions only from members of AFSCME and their families.*

## Special interest groups heavily outspent labor in the last congressional election

WASHINGTON — Corporate, trade association and rightwing Political Action Committees outspent labor PACs by about 4-1 in the 1982 congressional elections, according to the Federal Elections Commission.

All told, PACs raised \$199.5 million and spent \$190.2 million during the 1981-82 election cycle, up by 45 percent from the 1980 elections, the FEC said. The FEC report covered 3,722 PACs.

Contributions by PACs to candidates seeking Senate and House seats have skyrocketed in the past three election cycles. They totaled \$34.1

million in 1977-78; \$55.2 million in 1979-80; and 83.6 million in 1981-82.

The Watergate reforms brought public financing of presidential elections. Organized labor has long supported public financing of congressional elections, but that reform has made little headway on Capitol Hill. A bill putting limits on contributions in House races passed the House in 1981, but was held hostage in the Senate and died.

In terms of spending in the 1981-82 cycle, the FEC's final study showed corporate PACs disbursing \$43.3 million; trade association PACs,

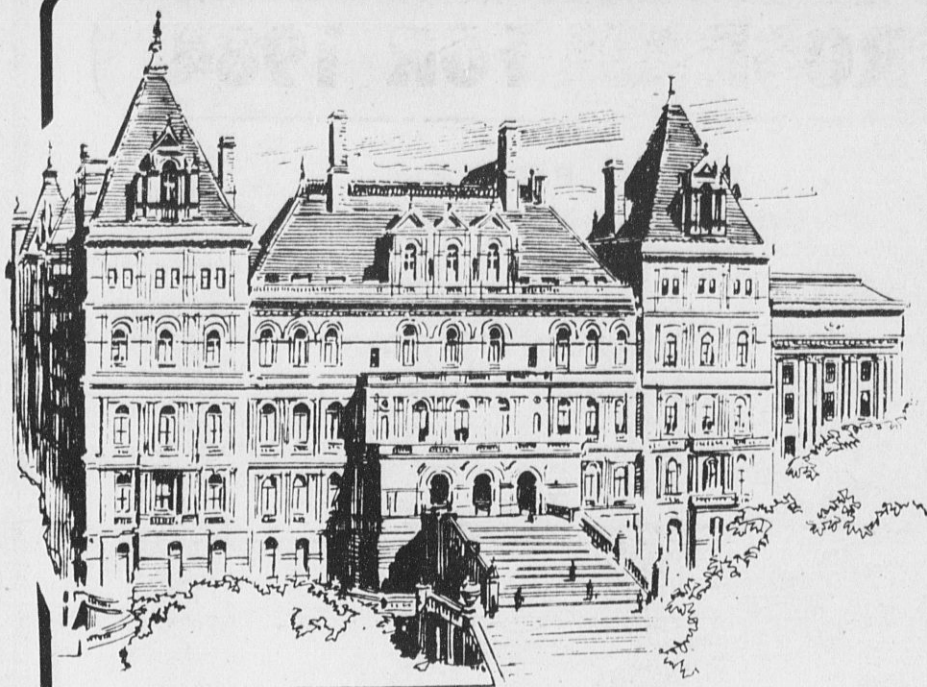
\$41.9 million; and non-stock corporations, \$2.1 million.

The independent PACs, most of them rightwing or conservative in philosophy, spent \$64.3 million.

Labor PACs spent a total of \$34.8 million. The PACs of cooperatives, which tend to be bipartisan in their political interests, spent \$3.6 million.

The corporate trades and labor PACs directed almost all their spending toward candidates.

# CONTRIBUTE TO CSEA PEOPLE AND YOU'LL HELP LABOR ELECT A CONGRESS MORE FAVORABLE TO NEEDS OF WORKING PEOPLE



CSEA has unveiled a large chunk of the union's 1984 package of proposed bills to be presented to the state Legislature during the new legislative session which opened in Albany last week. Among proposed bills CSEA will attempt to move through the legislative process this session is one calling for additional changes and improvements in the controversial Tier III retirement system, and another calling for early retirement provisions for political subdivision workers. The package, presented in a condensed version below, will be expanded as the CSEA Political Action Committee continues to approve additional bills during the legislative session. News of the union's legislative program will be carried throughout the session in *The Public Sector* since legislative success often depends on an informed, active membership ready to support the union's cause and willing to let lawmakers know exactly where they stand on the issues.

# CSEA'S LEGISLATIVE PROGRAM 1984

Status Report as of  
Jan. 10, 1984

## AGENCY SHOP

This bill received bi-partisan support from those legislators who felt that non-members should be required to contribute toward the cost of services provided them by the unions. Public employee unions have demonstrated a responsible and aggressive attitude in bargaining on behalf of all of those they represent, not just union members. The law should be made both permanent and uniform for all public employees in New York State.

## LIMITED RIGHT TO STRIKE

Several other states, including Alaska, Hawaii, Idaho, Minnesota, Montana, Oregon, Pennsylvania and Wisconsin allow public employees, other than those engaged in essential services, the right to strike where both parties have participated in impasse resolution procedures which have been unsuccessful. This bill is modeled after the Hawaii approach, and would provide a right to strike for public employees who do not have resort, by law or agreement, to an impasse resolution procedure which culminates in final and binding interest arbitration.

## EMPLOYER IMPROPER PRACTICE

Where a public employee strike has been caused by an employer improper practice, the penalties against the union and individual employees would be mitigated.

## LOBA FOR POLITICAL SUBDIVISION

The final resolution of an impasse in negotiations would be resolved with the system of last offer binding arbitration, under which a panel consisting of one member appointed by the public employer, one member appointed by the union and one member appointed jointly, would select the most reasonable final offer of either the public employer or the union. This bill is particularly designed for the political subdivisions, and is to be utilized as an optional method to finally resolve an impasse.

## U-GRADES

This bill amends the Civil Service Law and the Education Law to prevent the Chancellor of the State University from unilaterally changing positions in the university from the classified service to the unclassified service in derogation of the constitutional concepts of merit and fitness.

## MARTIN LUTHER KING DAY

This General Construction Law presently sets forth public holidays. Although Dr. Martin Luther King Day is designated as a public holiday, the law does not provide for its public celebration. This bill would change that provision so that Dr. Martin Luther King Day would have the same status and importance as other public holidays.

## SECTION 75 REVISION — INDEPENDENT HEARING OFFICER

Civil Service Law Section 75 presently provides the procedure by which an employee of the State or political subdivision with permanent status may be terminated for incompetence or misconduct. CSEA and the State have negotiated an alternate disciplinary procedure which ends in final and binding arbitration. Under Section 75 however, the hearing is to be held by the appointing authority or his designee. As a result, the employer becomes the prosecutor, judge, and jury, a most unfair procedure. This bill would require the selection of an independent hearing officer.

## ATTORNEY FEES — WORKERS' COMPENSATION

Present law requires an injured employee to file a claim for workers' compensation or death benefits where injury or death arose out of and in the course of employment, and prevents an employee from suing the employer directly. Unlike a direct suit, benefits under the Workers' Compensation Law are severely limited to a percentage of an employee's average weekly wage. Where an employee retroverts or denies the claim, a hearing must be held. If the employee retains a licensed representative or an attorney, those fees are taken out of the extremely minimal award. This bill would require fees to be paid by the carrier, in addition to the award, where the employee is successful.

## LAYOFF UNITS

This bill amends the Civil Service Law to provide that the layoff unit in a political subdivision with a population of fewer than 50,000 shall be all of the departments or agencies in the political subdivision, rather than the single department or agency as is the present case. A political subdivision could "elect out" of these provisions by filing an appropriate resolution.

## LOCAL CIVIL SERVICE NOTIFICATION

This bill would require the personnel officer or local civil service commission to provide written notice of proposed rule changes to persons interested, and is similar to the procedure presently provided for the New York State Civil Service Commission under the Administrative Procedure Act.

## COMMUNITY SERVICE BOARDS

This bill would allow employees of the Department of Mental Hygiene to serve on Community Service Boards.

## MILITARY LEAVE (30) WORKING DAYS

The New York Court of Appeals, New York's highest court, has recently determined that the provisions governing military leave for public employees provides for paid military leave for 30 calendar days, instead of 30 work days. As a result, employees who work on the second shift or who have pass days on other than weekends, may be required to attend ordered military drills without being paid. This bill would merely restore the practice as it existed prior to the Court of Appeals decisions.

## WHISTLEBLOWER

This bill protects public and private employees from retaliatory personnel action by an employer against an employee who discloses policies or practices reasonably believed to pose a threat to public safety or health, or who discloses substantial mismanagement, gross waste of funds or abuse.

## VETS MEDICAL LEAVE

This bill would provide veterans of World War II, Korea, and Vietnam with the ability to attend appointments at VA hospitals or other similar medical facilities without charge to leave credits, for treatment and care related to service-connected disabilities.

## STENOGRAPHERS FEES — COLLECTIVE BARGAINING AGREEMENT

Under the Employee Rights category, we need a bill which would implement a collective bargaining agreement between CSEA and all other unions representing court reporters within the State of New York and the Office of Court Administration with respect to the amount of money to be paid for the production of transcripts.

CONTINUED

# CSEA'S LEGISLATIVE PROGRAM FOR 1984

## HEART BILL — CORRECTION OFFICERS

This bill would provide a presumption that diseases of the heart occurring in correction officers were caused by employment for retirement system accidental disability hearings.

## TIER III REVISION

The bill would provide for various improvements in the Tier III section of the retirement system.

## FIRST \$20,000 EXEMPTION

This bill would allow the first \$20,000 of a pension allowance to be exempt from Federal Income Tax and would prevent retirees from being taxed on the income resulting from tax exempt securities.

## RETIREE EARNINGS

This bill would increase the amount a retiree from the State of New York or its political subdivisions could earn without loss or diminution of retirement allowance. It is the intent of the committee that such amount keep pace with the amount provided with respect to federal social security.

## DENTAL PLAN

This bill would allow retirees to be eligible for dental insurance under the group coverage.

## HEALTH INSURANCE — 25% OF COST FOR DEPENDENTS

This bill would provide that the surviving spouse of a retiree who had family coverage in the health insurance plan would be allowed to continue such coverage after the employee's death, at no more than 25% of the full cost.

## CORRECTION OFFICER 25 YEAR PLAN

This bill would provide, on a local option basis, a 25 year half pay retirement plan for correction officers of political subdivisions.

## ROME COMMUNITY STORE

This proposal would provide retirement system credits for employees of the Rome Community Store in the Department of Mental Hygiene who have been denied service credit for years of service prior to June 21, 1973, because the Retirement System has determined that they were not authorized retirement credit prior to that date.

## EARLY RETIREMENT —

### POLITICAL SUBDIVISION & PUBLIC AUTHORITIES

This bill would grant an additional three (3) years retirement service credit similar to that provided by Chapter 17 of the Laws of 1983, upon local option, for employees of the political subdivisions and public authorities. Each such participating employer would be required to make the necessary contributions to fund the early retirement option applicable to them.

## STENOGRAPHERS FEES

This bill would increase the transcript fee in areas not covered by the agreement between CSEA and OCA.

## MONROE COUNTY TRANSFER

This bill is intended to insure that employees of the Monroe County Sheriff's Office who are transferred to the City of Rochester will continue to be employed.

## VDT SAFETY

This bill would provide for establishment of health and safety standards for operation of VDT equipment.

## EQUAL PAY FOR EQUAL WORK

This bill would amend Civil Service Law Section 115 to make New York State's public policy of equal pay for equal work applicable to the political subdivisions as well.

## BOARD OF TRUSTEES

The Employees Retirement System is presently administered by the Comptroller, who is also the sole trustee of more than \$18 billion in assets. Public Employees who are members or pensioners of that system have no voice in investment decisions made by the Comptroller, unlike those in the five pension systems in New York City and the New York State Teachers Retirement System. This proposal would guarantee public employee and retiree voting membership on the Board of Trustees for the Employees Retirement System.

## PARITY BILL

The Education Law presently encourages the contracting out of transportation services by school districts by giving private contractors a more favorable state-aid formula. This bill would eliminate that advantage.

## CONTINGENCY BUDGET

This bill would provide for a local school board to adopt an alternate budget procedure which would provide for continuation of cafeteria services and transportation services after a regular budget has been defeated by the voters.

## BUS SEATS

The Transportation Law would be amended to require motor vehicles seating eleven passengers or more and used in the business of transporting school children, to be equipped with padded seat backs at least twenty four (24) inches in height, rather than twenty eight (28) inches in height.

## SUPPLEMENTATION

In order to offset inflationary increases occurring during the last year, this bill would add to the supplementation provided by Chapter 422 of the Laws of 1981 and continued in 1983. The increase in the amount of supplementation would vary from year to year, be computed on the first \$10,500 of annual retirement allowance, and be available for those who retired at age 55.

## VETS BUY-BACK — WORLD WAR II

Veterans of World War II would be allowed to purchase up to three years of credit in the Retirement System.

## VETS BUY-BACK — KOREA

Veterans of Korea would be allowed to purchase up to three years of credit in the Retirement System.

## VETS BUY-BACK — VIETNAM

Veterans of Vietnam would be allowed to purchase up to three years of credit in the Retirement System.

## HEALTH INSURANCE — UNUSED SICK LEAVE

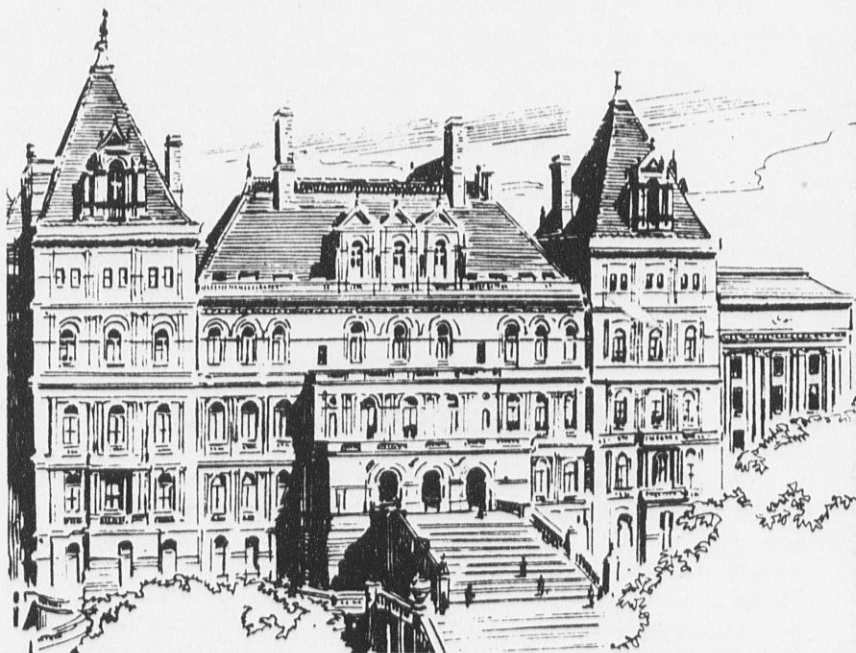
This bill would allow an unremarried spouse of an active employee of the state who died on or after April 1, 1979, to continue individual coverage and exhaust any accumulated and unused sick leave up to 165 days.

## TIER I AND II REOPENERS

This would allow employees who were on the payroll prior to the cutoff date for eligibility in the lower tier and who, through no fault of their own, were both eligible for membership and reasonably believed they had properly applied for the membership, to file to become members of the lower tier.

## UNIVERSITY OF BUFFALO

This bill would allow employees who were employed by the University of Buffalo prior to its acquisition by the State of New York to purchase retirement credits from the New York State Retirement System for the time of employment by the University, with electing employees contributing both individual and employer contributions, together with appropriate interest.



# Sawers, longtime DOT worker, killed in accident

CANANDAIGUA — William L. Sawers, a veteran of 32-years with the state Department of Transportation, was killed Jan. 7 when the road sander he was driving flipped over after skidding on a patch of ice on Route 96 in Ontario County. He was a member of DOT Local 506.

Another DOT employee, James Wicks Jr., a passenger and wingman in the sander, was treated for shock and neck injuries at F. F. Thompson Hospital in Canandaigua and released.

The accident occurred around 12:30 a.m. as Sawers was sanding and salting county roads in a freezing mist. He had been called in from standby status at about 10 p.m.

Co-workers said Sawers and Wicks had

completed their assigned run and were proceeding to give assistance to another DOT road crew on the eastern end of Route 96. No other vehicle was involved in the accident.

Sawers, 52, suffered massive head injuries when the truck crashed into the road on the driver's side. He was pronounced dead at the scene.

A construction equipment operator, Sawers had worked for the DOT since his 1951 discharge from the U.S. Navy. He served aboard submarines during the Korean War.

The state Commissioner of Transportation has appointed a five-member review board to determine causative factors of the accident and make recommendations that may prevent

reoccurrence of this type of incident. The board's findings are expected to be released in two weeks.

Region VI OSHA Specialist John Bieger and Local 506 President Joyce Parshall have observed the board's review and interviews and Bieger will also issue a report on the accident.

Sawers is survived by his wife, Gail, two sons, two daughters, his mother and two grandchildren.

The family has requested that memorials be sent to the Eddie Meatch Christmas Fund, care of Channel 10, 191 East Avenue, Rochester, 14604.

# Pay hikes, benefits gained in new Freeport pact

FREEPORT — Capping off a long and difficult negotiating process, the Village of Freeport unit of Nassau Local 830 has secured a settlement providing 9 percent pay increases in each of the next three years, improvements in fringe benefits and agreement for employee contributions to health insurance.

The health insurance contributions had been the main stumbling block in negotiations with the village which last year imposed a contract under the Taylor Law that included health insurance contributions for some employees. That provision in the imposed contract — and the village's demand for contributions in a new contract — was challenged successfully by CSEA negotiators.

Meanwhile, in a related development, CSEA won a favorable ruling in the Niagara County case before the Public Employment Relations Board (PERB) involving a similarly imposed contract including health insurance contributions. PERB ruled in a landmark case that the Taylor Law's powers to impose a contract do not include the power to reduce any benefits. The ruling

broke the stalemate in the year-old contract talks for Freeport.

The village agreed to refund amounts previously deducted from employees' pay for health insurance, and that item was swept off the boards in the negotiations for a successor contract.

In the end, both pay and benefits exceeded what had been recommended earlier by a fact finder.

Employees will get a 9 percent increase plus increments for 1983, 1984 and 1985. The agreement also provides \$20,000 life insurance for each employee and a \$2,500 funeral benefit.

CSEA members in the village's electric department secured a contract providing 6 percent increases and freeing them from being linked to pay scales of the Long Island Lighting Co.

Near-unanimous ratifications in both units were hailed by Local 830 President Jerry Donahue and Unit President Bob Ford, who were assisted in negotiations by Field Representative Mike Aiello.

"We hung tough, and we got everything," Donahue said.

## Manhattan P.C. signs on EAP



LABOR AND MANAGEMENT representatives from Manhattan Psychiatric Center recently took part in signing an Employees Assistance Program (EAP) charter. Present at the signing were (seated from left): Randy Lovett, Council 82; Roy Johnson, president of Local 433, Manhattan Children's Psychiatric Center (MCPC); Rodrigo Ortiz, of management; Donald Wright, of Manhattan Psychiatric Center (MPC) management and

EAP committee chairman; Dr. Michael Ford, MPC director; Floyd Payne, president of Local 413, MPC and Roxanne Rosario, PEF division leader. Also present were (standing from left): Dr. Ivan Villion, of management; Kate McCabe, of management; Gladys Apricio, PEF; Cheri Speakes, Council 82; Sifronia Holman, MCPC management; and Fred Daniels, EAP co-chairman and first vice president of Local 413.

# '83 ends in...



AS 1983 WAS DRAWING TO A CLOSE, CSEA was highly visible all across the state by taking frontline positions on the picket lines in support of striking Greyhound employees. Here, Joel Schwartz of South Beach

Psychiatric Center Local 446 demonstrates with other union people in New York City to show solidarity with the striking Amalgamated Transit Union members, who later ratified a new contract to end the 47-day strike.

## Members approve Salmon River School contract

FORT COVINGTON — A new two-year contract calling for salary increases of 8 and 6 percent over two years, plus other improvements in the contract language, has been overwhelmingly ratified by members of the Salmon River Central School Unit of CSEA Local 817 Franklin County.

The new pact, which benefits more than 100 non-instructional school employees, becomes effective Jan. 1.

Roger Kane, CSEA collective bargaining spe-

cialist, and the unit's chief negotiator, released the terms of agreement ratified Dec. 15. They include:

- an increase in salary of 8 percent the first year, retroactive to July 1;
- an additional boost of 6 percent the second year;
- an increase in the extra driving rate for bus drivers from \$6 to \$7 per hour;
- an upgrading for nurses and bus mechanics;

• binding arbitration language when pertaining to salaries and workweek.

In making the announcement, Kane also expressed his appreciation to Unit President Kathleen Lauzon and her negotiating team.

"They worked hard and can be proud of this contract for several reasons. First, it's a two-year package with good benefits and, equally important, no concessions were made," Kane said.

## Lake Placid members cold on village contract offer

LAKE PLACID — For the 30 public employees of this world-famous winter sports village, the usual tranquility associated with Lake Placid is about to be shattered.

The village administration is preparing to hold a legislative hearing and impose a contract on the CSEA-represented village workers. That action follows the failure of the village to force an unacceptable merit pay increases system on the employees.

"Merit increases, in which management is the sole determinant of who gets an increase and who doesn't, belong in the political pork barrel, not on the bargaining table," CSEA Collective Bargaining Specialist Pat Monachino said. "We even turned the tables on management and offered them our version of a merit increase that was fair and equitable. They refused it."

THE CSEA Village Unit includes the village's police force. Because of that, the law enforcement employees will be seeking interest arbitration, for a contract, while the non-law enforcement workers will be involved in a contract imposition at a legislative hearing scheduled for Jan. 15.

"Our law enforcement members will have their contract decided by an arbitrator who certainly won't get involved in the merit increase folly," Monachino said. "And the remaining village workers will be protected by the recent Niagara decision."

Having failed to achieve its goal in negotiations with the union, the village administration may be tempted either to impose the merit increase concept on the workers or to change the terms and conditions of employment of the workers in some detrimental way, Monachino said.

"We'll file an improper practice charge immediately if that happens," he warned.

## Amsterdam school units form crisis committee

AMSTERDAM — The three CSEA school units in the Greater Amsterdam School District have formed a crisis committee in preparation for a tough new year.

The three units — aides, clerical and custodial — have been at the bargaining table for several months and recently declared an impasse after failing to receive an acceptable salary offer from the district. During negotiations, the district hired new employees who have been granted attractive salaries, leave and district paid health insurance benefits which current long-term employees are being denied.

"The crisis committee is attempting to communicate the employees' dissatisfaction with the way all the units are being treated in negotiations," Field Representative Joseph Bakerian said. "The workers in the three units are unified in seeking fair treatment for all district employees. They are acting in a professional manner in attempting to resolve the problem and are hopeful that the school board will do the same."

The employees base their hope on the fact that the school board did comply to the crisis committee's request that its letter to the board members be read into the minutes of their last meeting for the year.

"Having the board respond to our request gives us hope that the problem may be resolved in a positive manner," Bakerian said.

Freda Sagatis is chairing the crisis committee and all three unit presidents — Louis Noto (custodians), Barbara Case (aides), and Pat Burrell (clerical) — are members. William Zippiere, Montgomery County Local 829 president, is also a member of the committee and has pledged full support to the workers in their time of need.





**NATIONAL FORUM**

The National Forum provides the nation's press with the views of national experts on timely public issues. It is funded as a public service by AFSCME, the public employees union.

# State of the States: Passing the Bucks

By WILLIAM LUCY

The federal fiscal year began on Oct. 1. Its arrival was hardly noted by the nation's press. But, the impact of the third year of Reagonomics will have a profound impact on state and local government services across the country.

When the barn was burning in one of the old John Wayne western movies, a bucket brigade was usually formed to douse the flames. However, the problem was obvious. As the overflowing buckets were passed down the line, water spilled out. As a result, the water sloshed on the fire never seemed to be enough.

That's what has happened to the third phase of the Reagan administration budget cuts. A year and a half ago — during the State of the Union address — President Reagan unveiled his dream of returning power to the states amidst much fanfare. Ironically this "New Federalism" has resulted in a reduction in the ability of state and local governments to rationally manage their fiscal affairs.

One in four dollars spent by state and local government is derived from federal sources. The first three fiscal years of the Reagan administration have seen federal aid to the cities, states and counties slashed \$32 billion. As a result, federal taxes have been cut for many individuals. But, increased state and local government levies from all sources are climbing to close service gaps which have been created by reduced federal dollars.

Contemplating the \$2.70 reduction in federal taxes withheld from his or her weekly paycheck when the latest round of Reagan's tax cuts went into effect, the average taxpayer may well wonder if the President's programs have been worth the return.

The country is finally beginning to struggle out of the most severe economic downturn since the Depression. The demand for state and local government services to sustain a recovery is mounting. Meanwhile, programs to help those still suffering from the ravages of a declining economy are still needed.

The cuts imposed by the Reagan administration on state and local government have translated into a dramatic decline in services at the community level. Important education and employment training programs have been cut to the bone. Health and nutrition programs have been dramatically scaled back. Human service programs have been reduced. And, needed infrastructure and physical capital projects have been deferred due to cuts in federal aid.

State and local governments are facing a financial squeeze of a size and scope unknown since the Depression. The impact of the severe recession was compounded by the severe reductions in federal assistance to state and local governments. Consider these facts:

- The National Governor's Association reports that the states will run deficits totalling \$2 billion by the end of this 1982-83 fiscal year.
- The U.S. Conference of Mayors reports that its member-cities could meet no more than 43 percent of the overall demand for emergency services in fiscal year 1982.
- Congress' Joint Economic Committee reports that cities it surveyed realized only 60 percent of the spending they had budgeted for capital purposes in 1981.
- Data Resources, Inc. forecasts that construction spending by state and local governments will fall 5.5 percent in 1983, following declines of 9.4 percent and 8.6 percent in 1981 and 1982, respectively.

In the past, the federal government might have been expected to step into the breach. This time, however, the national government is pursuing a course that is pushing local government, and the people dependent on their services, to the brink.

A recent report by the American Federation of State, County and Municipal Employees details the losses which state and local governments have experienced in the first two fiscal years of the Reagan Administration. The figures, based on data supplied by the Congressional Budget Office, represent the cost in today's dollars of providing the same level of services provided in 1981, before the Reagan cuts.

Major reductions, ironically, have been made in employment and training programs — \$8.8 billion. Other sizable budget cuts hit EPA wastewater grants (\$1.3 billion), child nutrition services (\$1.7 billion), Medicaid (\$2.2 billion), energy assistance (700 million), and vocational education (\$300 million).

In all, the AFSCME report documents cuts in 30 programs by an amount in the first two Reagan budgets equal to \$140 for every man, woman and child in the country.

Mr. Lucy is Secretary-Treasurer of the American Federation of State, County and Municipal Employees (AFSCME).

## COMPETITIVE PROMOTIONAL EXAMS (State employees only)

FILING ENDS JANUARY 16, 1984

TITLE AND SALARY GRADE	DEPARTMENT	EXAM. NO.
Associate Budgeting Analyst G-23	IDP	38-166
Chief Budgeting Analyst M-2		38-168
Supervising Budgeting Analyst M-1		38-167
Psychiatric Social Work Assistant II & (Spanish Speaking) G-14		38-151
Psychiatric Social Work Assistant III & (Spanish Speaking) G-16		38-152
Psychiatric Social Worker II & (Spanish Speaking) G-19		38-137
Bridge Repair Supervisor II G-16	DOT	38-171
<b>EXECUTIVE</b>		
Senior Identification Clerk G-9	—Criminal Justice Services	38-119
Identification Specialist I G-14		38-120
Identification Specialist II G-18		38-121
Identification Specialist III G-23		38-122
Building Construction Program Manager IV M-3 & G-29	—OGS	39-790
Mass Spectrometry Analyst (Trainee) G-13	HEALTH	00-900
Public Health Representative IV G-23		39-780
Public Health Representative V G-25		39-781
<b>LABOR</b>		
Principal Clerk (Collection) G-11	—State Ins. Fund	38-160
Motor Vehicle Representative III & (Spanish Speaking) G-9	MOTOR VEHICLES	38-097
Social Work Assistant II & (Spanish Speaking) G-14	OMRDD	38-153
Social Work Assistant III & (Spanish Speaking) G-16		38-154
Social Work II & (Spanish Speaking) G-19		38-136
Bridge Maintenance Supervisor II G-17	THRUWAY	38-085
Bridge Maintenance Supervisor III G-21		38-086

## open competitive STATE JOB CALENDAR

FILING ENDS JANUARY 23, 1984

TITLE	BEGINNING SALARY	EXAM. NO.
Bridge Maintenance Supervisor I	\$16,634	26-047
Bridge Maintenance Supervisor II	\$19,667	26-048
Bridge Repair Supervisor I	18,808	26-140
Bridge Repair Supervisor II	21,039	26-141
Hearing Reporter	19,909	26-115
Psychiatric Social Work Assistant II & Spanish Spkg.	19,110	26-128
Psychiatric Social Work Assistant III & Spanish Spkg.	21,373	26-129
Psychiatric Social Worker I & Spanish Spkg.	22,599	26-014
Psychiatric Social Worker II & Spanish Spkg.	25,220	26-113
Social Services Disability Analyst Trainee I	18,048	26-105
Social Services Disability Analyst Trainee II	20,216	26-139
Social Work Assistant II & Spanish Spkg.	19,110	26-126
Social Work Assistant III & Spanish Spkg.	21,373	26-127
Social Worker II & Spanish Spkg.	22,599	26-013
Social Worker III & Spanish Spkg.	25,220	26-114
Investment Officer (Bonds)	38,415	28-617
Investment Officer (Options)	38,415	28-618
Investment Officer (Stocks)	38,415	28-619
Mass Spectrometry Analyst I	19,110	28-587
Mass Spectrometry Analyst II	23,903	28-616

Detailed announcements and applications may be obtained from the following locations:  
 ALBANY: Examination Information, Department of Civil Service, State Office Building Campus, Albany, NY 12239.  
 BUFFALO: State Department of Civil Service, Room 303, 65 Court Street, Buffalo, NY 14202.  
 NEW YORK: State Department of Civil Service, 55th Floor, 2 World Trade Center, New York, NY 10047 or Harlem State Office Building, 163 West 125th Street, New York, NY 10027.  
 LOCAL OFFICES: New York State Employment Service (no mail handled or applications accepted).

# 'DOSH-400' safety and health report to be posted in Feb.

ALBANY — It's that time of year again when your employer is required by law to post the Division of Occupational Safety and Health 400 Summary Report for the past year.

The DOSH-400 is a record of non-fatal occupational injuries and illnesses and occupational deaths. It must be posted each year on Feb. 1 and remain posted for the entire month.

While the DOSH-400 report is a managerial responsibility, inspecting the report is your right and responsibility. It can provide you and CSEA safety committees with important information to help protect the safety and lives of the members.

Failure to post the DOSH-400 is a violation of New York State Labor Law Article 2, Section 27-a. Your employer will be issued a citation and an order to comply if the record is not posted during February.

If you do not see copies of the DOSH-400 report posted in your workplace by Feb. 3, contact your local CSEA shop steward and be prepared to file an OSHA complaint.



UNIONIST FETED — Jerry Donahue, left, is pictured with Dr. David G. Salten, vice president and provost of New York Institute of Technology, after being feted by the college for "outstanding leadership and service to the labor movement."

## Jerry Donahue picked 'person of the year' by technology institute

Jerry P. Donahue, president of CSEA Nassau County Local 830, has been honored with the 1983 person of the Year Award presented by the Center for Labor and Industrial Relations (CLIR) of the New York Institute of Technology.

CLIR offers education, training and research services to those in government unions and management.

Based upon his outstanding leadership and service to the labor movement, Donahue was recommended for the award by the CLIR's advisory council, comprised of nationally recognized members of the labor-management community.

He began his career with the New York City Department of Corrections, and has served CSEA in several capacities. He was president of the union unit at the Nassau County Corrections Center, and was first vice president of the 20,000-member Local 830 before being elected president of the local in 1981.

As president, he has taken the initiative in pursuing comparable pay for women employees in county government jobs and has been a strong supporter of the county employee counseling program.

An alumnus of New York Institute of Technology, Donahue was one of the college's first graduates to be awarded the Master of Science degree in labor and Industrial Relations.

A member of the Knights of Columbus and the Big Brothers, he is involved in planning the International Games for the Disabled, which will be held in Nassau County next year.

## New college-credit courses for Metropolitan Region II to cover safety, leadership

NEW YORK CITY — Four new college-credit courses designed exclusively for CSEA Metropolitan Region II members will be offered by Empire State College's Center for Labor Studies (CLS).

To accommodate workers' schedules, the following courses will meet at night once a week for three hours:

"Introduction to Employee Health and Safety" will explain how to recognize environmental hazards in the workplace, and how to enforce job safety and health using avenues such as the contract, the law, the union safety committee and labor-management meetings.

Field representatives, executive board members and local officers will benefit from "Union Leadership in the Public Sector," a course that will study the origin and nature of labor-management relations, techniques of effective leadership and representation labor and civil service law, principles of communication and contract interpretation and enforcement.

Through discussion and role playing, "Group Dynamics" will explore the psychology of groups, the difference between assertiveness and aggressiveness and the skills needed for successful group communication.

"Principles of Writing" will emphasize how to improve reading and writing skills. Areas to be covered include grammar, spelling, punctuation, sentence and paragraph structure, writing a grievance report and writing reports based on interviews.

Registration will be held at the Center for Labor Studies, 330 W. 42 St., 4th floor, on Feb. 6 from 10 a.m.-2 p.m. and Feb. 7 from 2-7 p.m., and at the new Region II headquarters, 11 Broadway, Suite 1500 on Feb. 8 from 9 a.m.-2 p.m. and Feb. 9 from 2-7 p.m. For further information, call CLS faculty member Charles Lynch at (212) 279-7380.

## Suffolk woman wins maternity leave grievance

HAUPPAUGE — Suffolk County violated its collective bargaining agreement with CSEA when it improperly terminated the maternity leave of a Department of Social Services caseworker, an arbitrator ruled recently.

The decision followed the filing of a grievance by caseworker Anne Oliveri. Upon a doctor's advice, Oliveri took a leave from her job during the course of her pregnancy. She held that the leave, which began March 1, 1982, should have been charged as disability time, but instead the county charged it as part of her maternity leave. In that case, her maternity leave would have ended May 22, 1983, a year after the birth of her child, not on March 1, 1983, as the county insisted.

In the grievance — filed with the aid of Sue Carbone, Suffolk County Local 852 grievance representative, and CSEA Field Representative Irin Scharfeld — the union argued leave time cannot be charged as maternity

leave until birth. It cited a previous arbitration decision which defined maternity leave as "a leave of absence for giving birth to a child and giving it a proper start with the close guidance and love of a mother."

A leave for "illness or disability," even though pregnancy-related, should not be treated as a maternity leave, CSEA argued. The county's position was that the leave applied to "all maternity-related" cases.


Arbitrator Eugene Mittelman disagreed with the Suffolk County position on the basis of a new collective bargaining agreement provision for maternity leave which was not included in previous contract language.

"It can be inferred from this history that by inserting the separate provision for maternity leave in the contract, the parties were specifically concerned with providing leave to a mother (or father, for that matter) to care for a newborn infant, rather than for disability due to pregnancy-related illnesses," said Mittelman.

# You've Come a Long Way— Maybe

Are you a  
victim of wage  
discrimination  
???

**AFSCME's  
nuts-&-bolts  
booklet on  
pay equity  
can tell you  
this & more**



A Working  
Woman's  
Guide to  
Pay Equity



**AFSCME**  
in the public service

**'1984 will see a large-scale continuation of legal actions against employers who practice illegal wage discrimination against working women.'**

As a result of a lawsuit filed in U.S. District Court by the million-member American Federation of State, County and Municipal Employees (AFSCME), 15,000 working women in Washington state stand to receive \$500 million in back pay because the state was found guilty of violating the Civil Rights Act by permitting the development of a sex-segregated workforce in which female-dominated jobs were dramatically underpaid.

Now AFSCME has begun a nationwide educational campaign designed to alert working women about the suit and their legal rights on the job if sex-based wage discrimination exists.

The union has released a booklet entitled, "You've Come a Long Way — Maybe: A Working Women's Guide to Pay Equity," which it says will be made available to AFSCME's 400,000 women members, more than a quarter of whom are CSEA members, and 30 major women's organizations. The booklet contains a checklist of

workforce practices which women workers can use to determine if their employer is illegally practicing wage discrimination among female employees.

The AFSCME booklet notes that working women have, historically, been underpaid:

- On average, a woman with four years of college can expect to earn about the same salary as a man who never finished high school.

- Despite the ads displaying women doctors, pilots and scientists, women are still concentrated in low-paying, dead-end jobs. Eighty percent of working women are employed in only 20 out of 427 occupations listed by the Census Bureau.

- The proportion of poor families headed by women is steadily increasing.

"Now that federal courts have

ruled that comparable worth is not just a legal theory, but a workplace reality, women are going to be demanding equal pay for comparable worth," said Diana Rock, AFSCME's director of Women's Activities. "AFSCME intends to be a leader in efforts to achieve pay equity and comparable worth for working women."

Rock noted that it has also filed EEOC charges or legal action similar to the Washington state complaint against the cities of Philadelphia, Chicago, and Los Angeles, against the states of Connecticut, Wisconsin and Hawaii, against Nassau County, New York and against the Reading, Pennsylvania school district.

"Pay equity and comparable worth are the women's rights

issues of the 1980's," Rock continued. "1984 will see a large-scale continuation of legal actions against employers who practice illegal wage-discrimination against working women."

The AFSCME booklet advises working women that pay equity problems exist on the job if:

- a pattern of sex-segregated jobs and departments is found;
- average pay is lower for women than men;

- "women's" jobs are paid lower than "men's"; and

- when salaries for "women's" jobs which require similar qualifications to "men's" jobs are compared, the women are paid less.

The book contains a number of options for working women to achieve pay equity, including legal action.