



**WINTER HARVEST** — A tug boat silhouetted against the early morning mist at Lock 7 near Oswego retrieves a channel buoy from the state barge canal. All along the waterway, crews are in the final stages of closing the canal for the winter season. But, thanks to a highly successful 'Save the Canal' campaign by CSEA and passage of the Transportation Bond Issue, things look much brighter now for seasonal barge canal employees than when the canal opened earlier this year. For an update, see page 16.



# Public SECTOR

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

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Friday, December 16, 1983

## MH IS ANOTHER WILLOWBROOK JUST OVER THE HORIZON?

Too few are trying to care for too many in the state's mental hygiene system. That was the message, over and over again, that CSEA

officials and others brought to the Assembly Standing Committee on Mental Health at hearings in New York City and Buffalo.

### Shortstaffing leading to a return to warehousing

NEW YORK CITY — "A return to warehousing," "a giant step backwards," and "a reminder of Dickensian conditions of the 19th century," were some of the ways that witnesses characterized the effects of budget cuts on state psychiatric and developmental centers here.

The comments came at a public hearing of the State Assembly Committee on Mental Health that was called to explore staff-to-client ratios and the impact of personnel cutbacks.

Testimony from mental hygiene therapy aides, social workers, parents organizations and elected officials, all pointed to similar results including low staff morale, excessive overtime, worker "burn-out," denial of personal leave time and vacation requests, an increased rate of employee absenteeism, attrition and escalating incidence of physical injuries to both clients and staff.

"We have heard the phrase, 'Do more with less,'" said Robert Watkins, CSEA Local 412 president at Letchworth Village Developmental Center.

(Continued on Page 9)

### Taking heroic efforts to prevent a disaster

BUFFALO — "The State's institutions are slipping back to where they were in the early 1970's when 'Willowbrook' became a household term," Region VI Political Action Chairman Dominic Savarino told committee members here.

"Only extra effort, in some cases heroic efforts, on the part of the workers in those facilities is preventing disaster," he said.

CSEA submitted a report to the committee entitled, "A Return to Tragedy — The Effect of Mental Hygiene Staff Reductions" to document the problems outlined in the testimony. The report shows that 3,739 positions have been abolished in OMH/OMRDD and currently even more jobs are being left unfilled.

"The legislature provided money to restore nearly 2,500 of the abolished jobs, but the Division of Budget is refusing to spend the money as the legislature intended," said Savarino.

(Continued on Page 9)



*Best wishes for a happy and safe holiday season to all of you. And a sincere wish that 1984 will be a healthy and prosperous New Year.*

—CSEA President William L. McGowan,  
Officers and Staff

### Don't hoard holiday leave

ALBANY — CSEA reminds state workers that there are two reasons not to hoard holiday leave: There is no cash payment for those who leave state service, and in the Administrative and Institutional bargaining units holiday leave must be used within a year or forfeited.

Employees can earn holiday leave because they have waived holiday pay for the time worked on a holiday or, in the case of fulltimers, when a holiday falls on their regular day off.







**CSEASONS GREETINGS FROM UTICA** — Six Utica area CSEA locals responded to the Salvation Army call for volunteer help during the Army's annual holiday drive. The CSEA team of state and county workers representing more than 10,000 members in the greater Utica area volunteered a Saturday to serve at the Salvation Army kettle. Bell ringers included, front row kneeling, left to right, Ralph Young, Region V first vice president; Tony Scalise of NYSDOT Local 505; Dick Reinhardt

of DOT Barge Canal Local 502; Fran Kauth, president, Local 425 Utica Psychiatric Center. Standing, left to right, are Bud Mulchy, president, Local 414 Marcy Psychiatric Center; Dorothy Penner, president, Local 833 and activity coordinator; Janet Sloan of Utica State Employees Local 014; Frank Zammiello, president, DOT Barge Canal Local 502; and Chuck Whitney, president, NYSDOT Local 502.



## Holiday schedule

ALBANY — Monday, Dec. 26, is the day New York State legally observes Christmas. State offices will be closed and most workers will have the day off.

State employees who work Dec. 26 will receive time-and-half compensation in addition to the regular day's pay.

State employees who work Dec. 25 will not receive extra compensation since it is not the officially designated holiday.

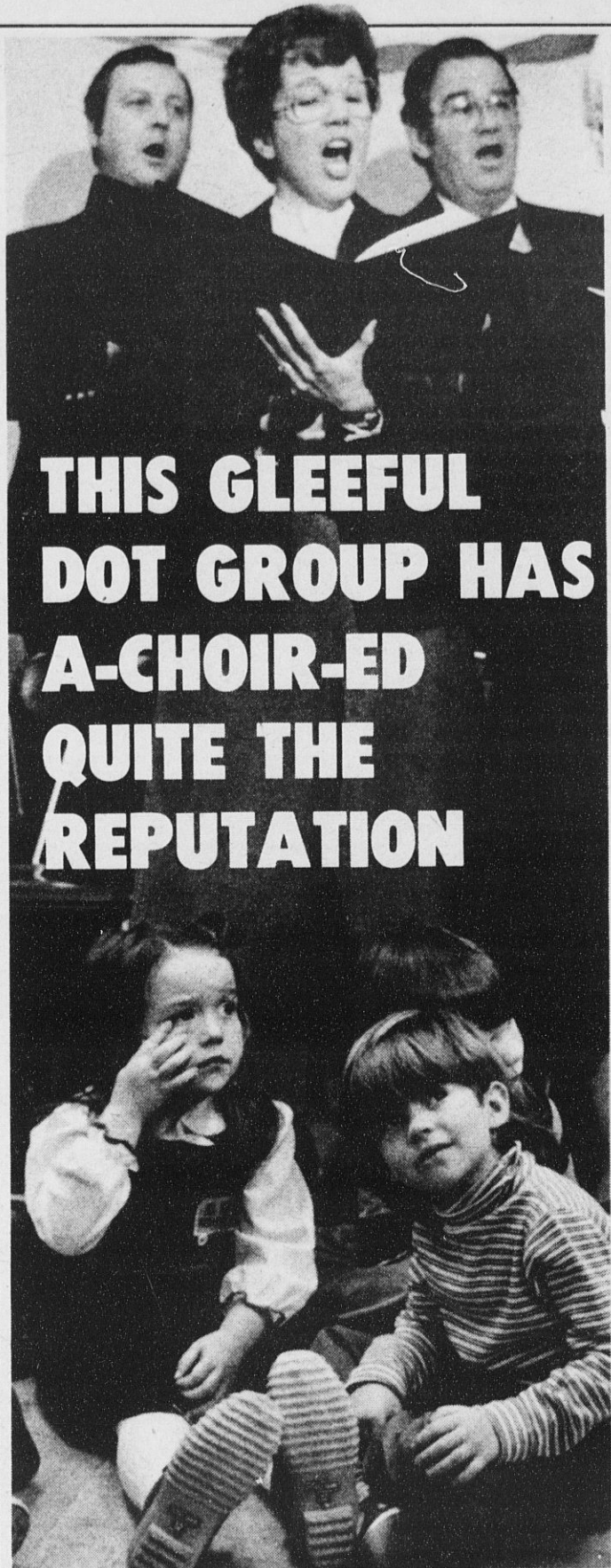
Employees who work state holidays normally receive one day's extra compensation. The CSEA contracts, however, provide an extra half-day compensation for people working Thanksgiving and Christmas or the day it is officially observed.

New Year's Day will also be legally observed on Monday, Jan. 2.



**SANTA'S CSEA HELPERS** — Onondaga County CSEA Local 834 President Pat Callahan, right, shares the holiday spirit with Major Donald Klemanski and daughter Lyn at the giant Salvation Army Celebrity Kettle in a shopping mall near Syracuse. Other CSEA Region V officers who served during the annual Christmas campaign at other locations included: Kathy Collins of Local 615 Upstate Medical Center; Claire McGrath of Local 013 Syracuse State Employees and Mary L. McCarthy of Local 913 Syracuse Retirees.





**THIS GLEEFUL  
DOT GROUP HAS  
A-CHOIR-ED  
QUITE THE  
REPUTATION**

**IN HARMONY** — A trio of DOT choristers is pictured at the recent opening ceremony of the Campus Children's Center at the State Office Campus Building.

**By Daniel X. Campbell  
CSEA Communications Associate**

ALBANY — They may be the loudest bunch at the Department of Transportation, but they're getting bravos for their vocal efforts.

They're the DOT Glee Club, and they're "ready to sing at the drop of a hard hat," jokes director Joan Taylor, a member of CSEA Local 687.

Indeed, over the past four years these DOT tunesters have provided the musical accompaniment at dozens of official events, as well as at many area nursing homes.

"We've opened bridges and highways and sung at the governor's inauguration," said Jerri Briggs, a veteran chorister. "But we like captive audiences best," she added with a smile, after a recent performance at the opening ceremony of the new day care center at the State Office Campus Building.

The enthusiastic singers do everything on their own time and at their own expense. The members skip one 40-minute lunch period a week to practice and contribute \$1 a month for dues, which cover the cost of sheet music and travel. Most have purchased their own uniforms.

They usually perform between eight and 12 times a year, and have also recorded a special version of the popular song, "I Love New York," arranged for them by Douglas Moore, a student at Potsdam Music School.

There are usually about 20 members in the club, but the group swells to nearly twice that at Christmastime.

"We have clerks and assistant commissioners and a few management/confidentials thrown in for good balance," says Taylor,

noting that the mix has engendered a congenial spirit at the office. "The club probably has allowed both the employees and management to see each other in a different light, as plain, ordinary individuals who enjoy singing and working together."

The glee club came into being four years ago when DOT management suggested that a few of its employees get together to sing at a one-performance event, the lighting of the State Campus Christmas tree. After singing at the ceremony, the workers went caroling at other DOT buildings on their way back to work.

"We were all so excited by the event and the acceptance by our fellow workers that we formed a committee to keep the glee club going all year long, and we've been going ever since," said Jean McClelland, the club's secretary-treasurer and historian.

"We all love to sing. That's what brought us together and that's what keeps us together."

Of all their activities, the members seem to like the annual performances at Teresian House and Our Lady of Hope nursing homes best.

"It's very touching to see your effort to sing a song, to reach a note, brighten the face of a bedridden resident with a smile or sometimes a tear," said John Seiling, a DOT bureau director. "They appreciate our efforts to entertain them so much that we forget about the lunches we skipped to practice. Sometimes we're so high after a nursing home performance that we sing on the bus all the way back to the office."

Said McClelland: "We must be pretty good. No bus driver has asked us to stop yet."



**NOTEWORTHY GROUP** — Members of the choir are shown in performance. The group will appear at the tree lighting ceremony at the DOT cafeteria on the State Campus on Dec. 19.

## IRA payroll deduction plan gets good response

ALBANY — CSEA has received a favorable response to its new payroll deduction plan for Individual Retirement Accounts (IRAs), which went into effect recently.

"We're getting good response from throughout the state, and many members have already taken advantage of this opportunity to plan for their retirement through convenient payroll deduction," said John Gully of the union's State Executive Committee.

An IRA is an investment plan which allows individuals to build their own retirement savings in a tax-sheltered investment. CSEA negotiated with the state to set up IRA payroll deduction for those in the administrative, institutional and operational bargaining units, as well as for CSEA-represented employees in the Office of Court Administration.

Eligible members can set up an IRA through the DIME Savings Bank, Prudential-Bache insurance company or Oppenheimer Management Co., an investment firm.

Members who haven't looked into the new plan yet can receive information by filling out the accompanying coupon.

CSEA-IRA  
P.O. Box 7125  
Albany, NY 12224

Please send me information on the Individual Retirement Account (IRA) programs now being made available to me through payroll deduction. I am a state employee in the ASU, ISU, OSU or OCA bargaining unit.

I am interested in receiving:

- General information on IRAs
- The Dime Savings Bank IRAs
- Prudential-Bache IRAs
- Oppenheimer Funds IRAs

NAME: \_\_\_\_\_

Home Address: \_\_\_\_\_

Place of Employment: \_\_\_\_\_



# Public Sector

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## CSEA Staff Openings

### Safety Director

ALBANY — CSEA is seeking a director for its Occupational Safety and Health Maintenance department in Albany.

Duties will include administration of the union's safety and health program in accordance with the

New York State public sector Occupational Safety and Health Law, the Hazardous Substance Act and national fire and electrical codes. The director will also train and supervise staff.

Qualifications include a bachelor's degree with specialization in labor relations, public administration, occupational safety and health, or

personnel; or four years of relevant work experience; or a combination.

CSEA provides a fully paid health and benefits package in addition to a competitive salary. In keeping with the union's equal employment opportunity policy, applications from women, minorities and the handicapped are encouraged.

Submit a resume and salary history no later than Jan. 3 to CSEA Personnel Director, Box 125 Capitol Station, Albany, NY 12224.

### Information Processing Trainers

ALBANY — The statewide Clerical and Secretarial Employee Advancement Program (CSEAP) is seeking candidates to fill two long-term, temporary grade 14 positions as information processing trainers. Successful candidates will staff an information/word processing center which CSEAP plans to open here in mid-February.

Duties of the position will include designing and conducting information processing training courses for both entry and advanced operator levels; helping develop supervisory and managerial information processing seminars; assisting agency staff in designing internal information processing training courses; demonstrating equipment capabilities to potential user groups; and researching and reviewing peripheral technologies (telecommunication, media conversion, etc.) for purpose of incorporating them into the center's training program.

Applicants must have permanent status at grade 9 or above and have at least three years fulltime experience operating an IBM Displaywriter, a Xerox 860 IPS or a CPT 8525. Experience is required in training others to operate such equipment as well as in operating advanced equipment such as records processing, forms design, and OCR.

Resumes and cover letters should be sent by Jan. 4 to one of the following:

John Conoby, Collective Bargaining Specialist, CSEA, 33 Elk St., Albany, N.Y. 12224; or Robert Eckart, Associate Personnel Administrator, Dept. of Civil Service, Building 1, Status Campus, Albany, N.Y. 12239.

The temporary positions will be in place until March 1985.

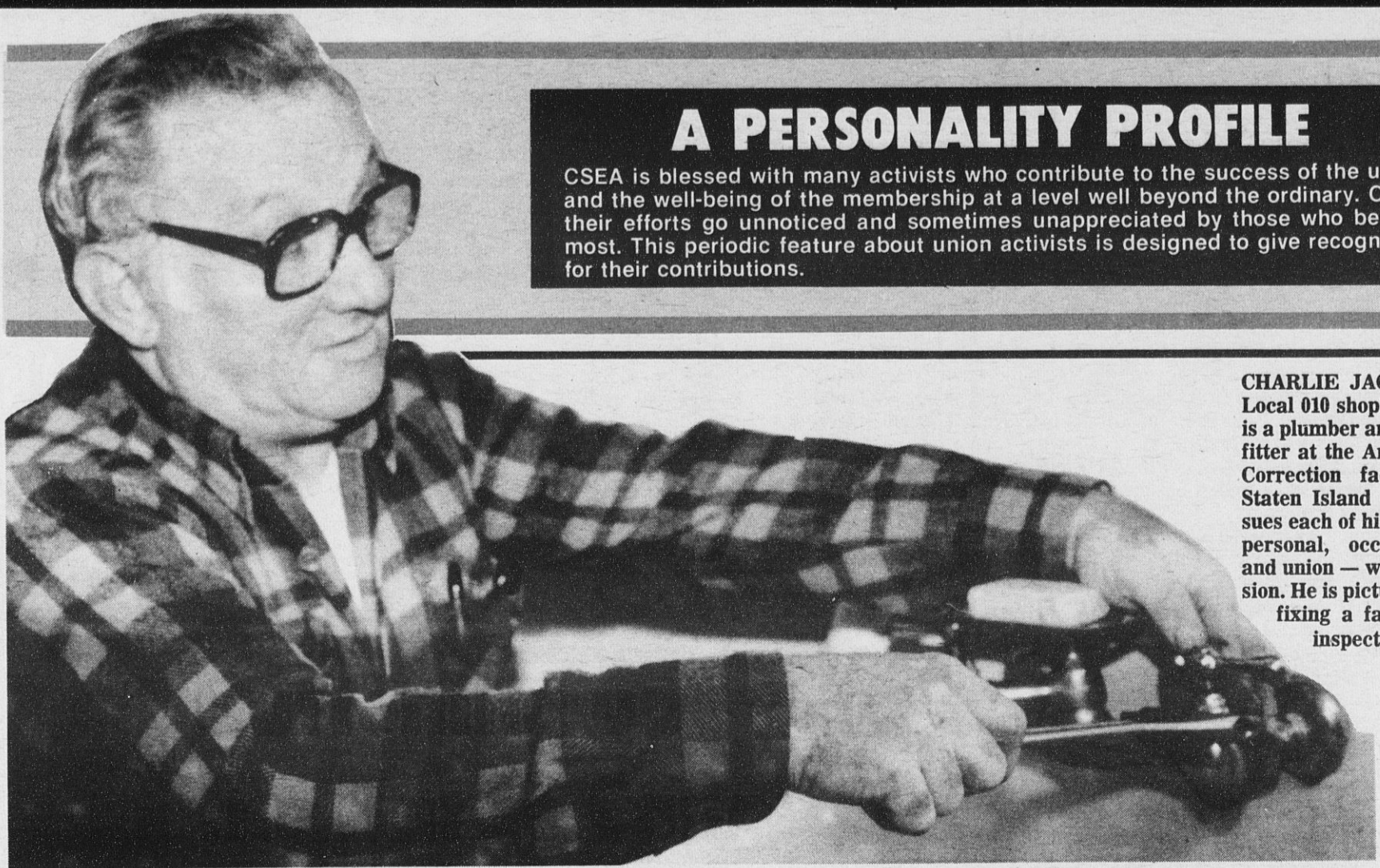


## Oh, you beautiful dolls



In what has become a holiday tradition, members of Taxation and Finance Department CSEA Local 690 again have presented hundreds of dolls to the Salvation Army for distribution to needy children at Christmas. This is the 18th consecutive season that the local's members have collected and outfitted dolls for the project. Among those participating in effort were: front, from left, Clare Ferracane, Beverly Ford and Ida Willette (co-chairwoman); rear, Stephen Wieland and Kit Barbour (chairwoman).





## A PERSONALITY PROFILE

CSEA is blessed with many activists who contribute to the success of the union and the well-being of the membership at a level well beyond the ordinary. Often their efforts go unnoticed and sometimes unappreciated by those who benefit most. This periodic feature about union activists is designed to give recognition for their contributions.

**CHARLIE JACOBSEN, Local 010 shop steward, is a plumber and steamfitter at the Arthur Kill Correction facility on Staten Island who pursues each of his goals — personal, occupational and union — with a passion. He is pictured here fixing a faucet and inspecting a fire hydrant.**

# No pipe dreams for plumber Charlie Jacobsen; this union man is living every day to the fullest

By Lorraine Calvacca  
CSEA Communications Associate

**NEW YORK CITY** — What do plumbing, photography and being a shop steward have in common? They all demand patience, commitment and a sense of pride and they are all passions of Local 010 Shop Steward Charlie Jacobsen.

A plumber and steamfitter at the Arthur Kill Correction facility on Staten Island, Jacobsen has worked there for the past 14 years and readily embraces his status as "the old one."

"And that's not just chronologically," he explains. "I watched this place being built. I would come out here on weekends to see it go up. I've been here since the first day the facility opened in 1969 as the Office of Drug Abuse Services under the Rockefeller Plan."

Until 1976, when the facility became Arthur Kill, Jacobsen served as the unofficial photographer covering social and promotional events in addition to his full-time maintenance responsibilities.

"Photography is basically forbidden here at Arthur Kill," says Jacobsen, adding that the need for it is limited to "mug" shots.

A graduate of the well-known Germaine School of Photography here, Jacobsen opened his own studio a number of years ago but quickly realized what many photographers eventually learn: it's a tough way to make a living "if you want to eat on a regular basis."

But he is passionate and tenacious about photography and continues to maintain an active free-lance business, shooting weddings, children and animals. "I like a job where you can see results," he says.

Jacobsen feels strongly about getting results whether he's processing and printing images, handling a grievance, preparing the facility for a major inspection of plumbing systems, or teaching inmates soldering and switchfitting skills.

"If you want to be respected, you've got to give respect," said Jacobsen, extending that philosophy to his duties as a shop steward. "It's the same with the union. We have very few grievances here, and when we do they rarely go beyond the first step because a respectful working relationship has been established."

Commendations from the facility citing his "staunch perseverance and outstanding achievement" in boosting the morale of employees underscore the sincerity and commitment that motivate his constant activism.

Among other undertakings, Jacobsen was instrumental in establishing an on-site Employee Assistance Program, and was responsible for founding a "sunshine club" which maintains a kitty for co-workers and their families in the event of illness. The funds are generally used to purchase flowers or candy, which Jacobsen often delivers.

"My co-workers and I look out for each other and we see this club as at least one way to bring a little cheer when it's needed," he said.

He also single-handedly organized a number of retirees' parties and holiday celebrations.

Jacobsen, 60, says he plans to continue to be as active as possible in the

union, and to relentlessly pursue his personal and occupational interests.

"You have a choice in life," he says. "You can take the initiative or you can lie around and waste it. I live every day to the fullest."





*'We regret to inform you that your services are no longer needed...'*

## HOPE, AND MAYBE A NEW JOB, FOR LAID OFF WORKERS AT LETCHWORTH

By Anita Manley  
CSEA Communications Associate

**THIELLS** — Losing a job is, at best, unpleasant. But it is not an entirely hopeless situation for employees laid off or about to be laid off from Letchworth Developmental Center in this Rockland County community.

The Letchworth facility was one of the heaviest hit in a recent wave of layoffs in the Office of Mental Retardation and Developmental Disabilities and the Office of Mental Health.

But a comprehensive training and reemployment program, complete with support services, is giving Letchworth employees more hope than most in getting another job.

For instance, nearly 200 laid off or about to be laid off employees came to a unique job fair recently at the facility, sponsored by the Reemployment and Training Program jointly chaired by representatives of CSEA, PEF and AFSCME Council 82. The program is funded by a \$5 million federal grant to assist laid off workers throughout the state.

The Letchworth project is overseen by Rosa Bennett, director; Kathy Demarest, assistant director and a member of PEF at Letchworth; and Micki Avery, a CSEA member who is a reemployment and training counselor and who also serves as recording secretary for the Reemployment and Training Program.

Ready to talk with the nearly 200 workers attending the recent job fair were invited guests from local industry and training programs and representatives from the Rockland County Community Action Council, Department of Social Services, Job Service and Unemployment Services, and the administration of Letchworth.

Most heartening, said Avery, is the fact that, already, some of the employees have found jobs in other industries. Those who have not been placed will be screened for possible re-training programs. An "English as a Second Language" course will be offered to those who need to learn English to help them get jobs. Other workshops will be held in interviewing skills and resume writing. Thanks to a special fund established by Letchworth CSEA Local 412, parents who need day care funds will have the money to pay babysitters and day care centers while they are taking any courses offered by the program.

Asked how long the program will continue, Avery noted that it will not end "until every Letchworth employee is working again."

In addition to the many training opportunities, Avery explained that a resource library is being established for employees. It will include



**MARY HASBROUCK**, right, a former housekeeper in a Letchworth Center hostel located in Orange County, hopes to be rehired as a Grade 7 soon, thanks to the program. Mary talks with Program Counselor Micki Avery at recent job fair.



**REEMPLOYMENT AND TRAINING PROGRAM** at Letchworth is operated by Micki Avery, left, Director Rosa Bennett, center, and Assistant Director Kathy Demarest.



**INEZ WELSH**, seated, a former Letchworth ward clerk, says she "came running" when she heard about the job fair sponsored by the Reemployment and Training Program at Letchworth. As Micki Avery, standing, a reemployment counselor with the program, looks on, Inez fills out an application for a new job at Nyack Hospital.

publications on job training sources, resume writing, how to look for a job, and public relations material from various firms in the state. Typewriters will also be available for those who want to practice for tests.

Credited with helping to encourage the program were Edward Jennings, director of Letchworth, and John Anginoli, director of personnel. Both arranged the donation of supplies and typewriters.

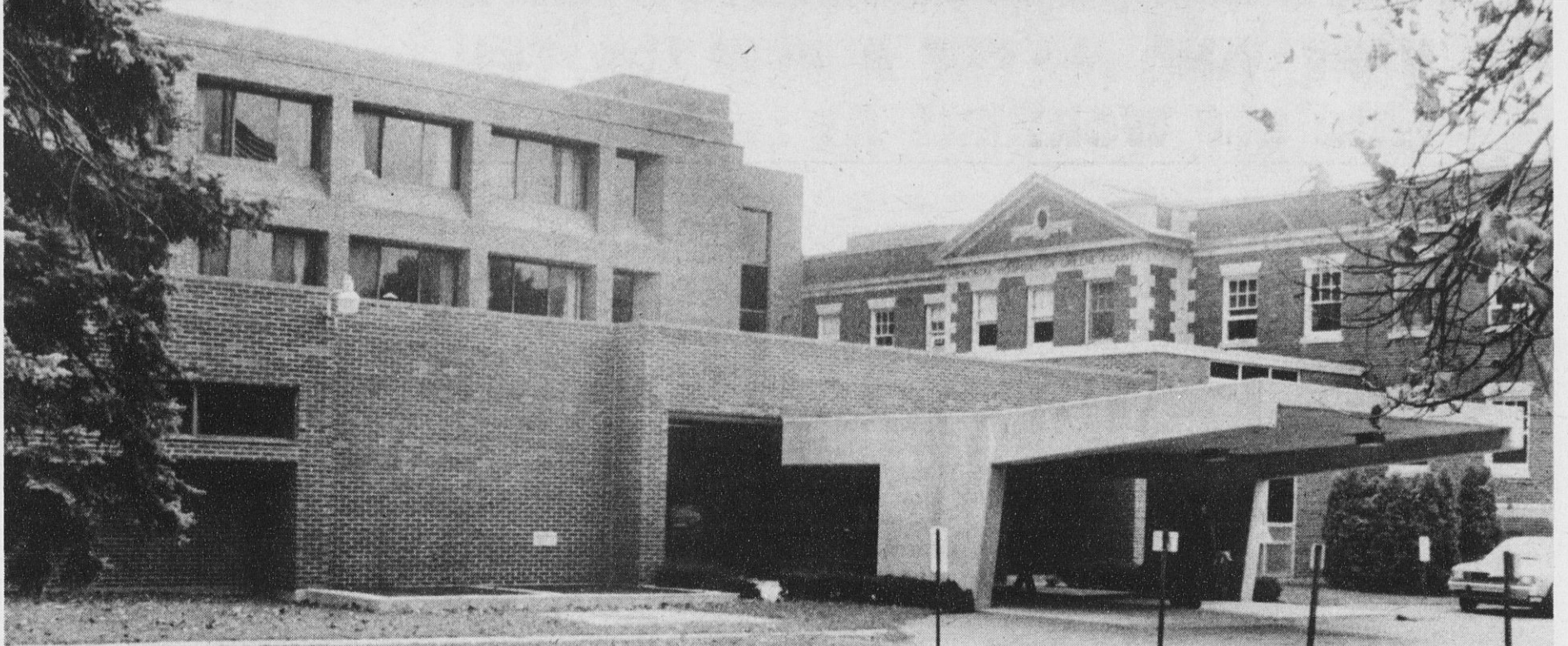
Bob Watkins, president of Letchworth CSEA Local 412, said the program is a result of "a lot of effort on the part of the administration, PEF, Council 82 and CSEA. There has to be an alternative to the layoffs." He added that CSEA's Research Department prepared material for the project and provided maps of the state with state prisons and facilities marked to be used for consideration of job locations.



**LETCHWORTH CSEA LOCAL 412 President Bob Watkins**, center, watches as former Letchworth employees Glenn Bogle and Marge Nolte fill out job applications during recent job fair for laid off Letchworth employees.



## UNION ON LEADING EDGE OF A COMMUNITY ISSUE



GREENE COUNTY MEMORIAL HOSPITAL AND NURSING HOME is still operating, thanks to efforts of a Save Our Hospital Committee of which CSEA is a key member. The committee succeeded in helping to defeat a referendum which would have led to its closing.

### Against odds, Greene County Memorial Hospital saved

# CSEA adopts its vast resources to needs of community it serves

The legitimate areas of activities by CSEA are no longer limited solely to the worker and/or the workplace. Today the union is found on the leading edge of issues and events that impact on the community, the county, the state and the nation. The following is a case history of a recent, successful, political action effort by CSEA in a small rural community. It illustrates the union's expertise in areas outside normal union activities while reminding us, from a union's point of view, that constant vigilance must be maintained, win or lose.

CATSKILL — When the Greene County Legislature first began talking about the possible merger of the Greene County Memorial Hospital and Nursing Home here with facilities in adjacent Columbia County, a loosely organized coalition of business, industry, labor and senior citizen groups opposed the plan.

But by last Sept. 1, when the legislature surprised the county community by authorizing a November referendum to "sell, lease or convey the facility," the coalition had welded itself into a countywide 'Save OUR Hospital Committee' and CSEA had moved to a leadership role. In a very short span of time, against nearly impossible odds, the committee mounted a successful campaign that resulted in the referendum being defeated 8,172 to 4,717 on Election Day.

"CSEA did help lead the Greene County community in overturning the proposal of the county's politicians," says Greene County CSEA Local 820 President Richard Canniff, a key member of the Save Our Hospital Committee. And that fact, says Canniff, probably spells some difficult times ahead for CSEA. In fact, he says, he predicts the legislature will attempt to "even the score" because of the union's major role in defeating the referendum.

Since the referendum, the legislature has been addressing problems at the 50-year-old

debt-ridden facility. Scheduled salary increases for management personnel have been frozen and the legislature and the hospital trustees have been meeting to terminate the management's contract with the Hospital Corporation of America, a move that would save \$340,000.

But, warns Canniff, "once the legislature and hospital board of trustees run out of cost-cutting ideas, they'll most likely try to take out their disappointment on the staff in some way. But CSEA will be ready, we always are."

CSEA represents the employees at the Greene County Memorial Hospital and Nursing Home, but as Canniff points out, protecting those

employees was only one of the reasons the union battled against the referendum. "CSEA was involved because everybody who lived and worked in the county and used the Greene County Hospital, or had a relative in the nursing home, would be hurt by any closing, sale or change," Canniff said.

The union chief said the legislators campaign was based on the premise that dumping the health facility would save taxpayers money, so the committee pushed the fact that taxpayers would actually pay a lot of money to obtain health care at out-of-county facilities if the closing took place.

As a key member of the Save Our Hospital Committee, Canniff said he really had his work cut out for him as he had to help educate the community on the issue almost overnight. Between Labor Day and Election Day, he addressed half a dozen town meetings and several concerned citizens groups.

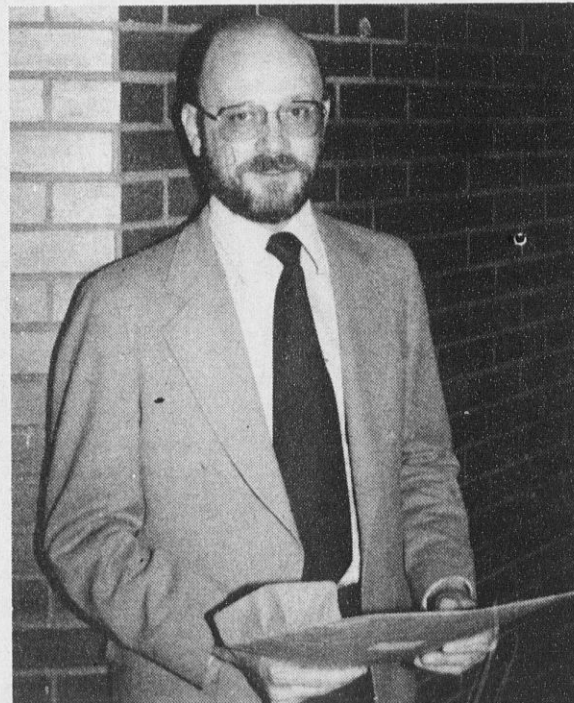
The referendum occurred in the middle of the CSEA Capital Region's biggest political action effort to date, with the union involved in a total of 84 election campaigns. Regional President C. Allen Mead and county Field Representative Gereg Davis coordinated regional support for the local effort on a day-to-day basis.

The region used both paid advertising and a direct mailing to send their message to the Local 820 members.

Said Canniff: "The 'Save Our Hospital' Committee had a game plan and CSEA was quickly capable of adapting its resources to the committee's needs."

On Election Day, the impossible became reality with defeat of the referendum. "We won in 43 election districts, while the legislature carried only one," Canniff said.

"The Save Our Hospital Committee and CSEA are ready to work with the hospital and the legislature to address the various problems. We don't have any magic formulas, but we do know that the Greene County community wants to keep the hospital and the nursing home serving their needs. And so do we," Canniff concluded.



RICHARD CANNIFF, president of Greene County CSEA Local 820, was instrumental in a coalition campaign designed to defeat a referendum which would have allowed the legislature to 'sell, lease or convey' the Greene County Memorial Hospital and Nursing Home facility.



# Bad pipe welds worry workers at World Trade Center

NEW YORK CITY—The recent disclosure here concerning the existence of defective pipe welds in the World Trade Center's (WTC) steam system that heats the structure has prompted Region II President Frances Dubose Batiste to demand a meeting with top WTC officials.

The pipes, which are located behind the walls of office buildings and both twin towers, could release high-pressure steam into work areas if a rupture occurs, according to comments made to the *New York Times* by Port Authority Executive Director Peter C. Goldmark, Jr.

"The defective welds pose a direct, serious threat to thousands of our members," said Dubose Batiste. "CSEA will be closely watching the testing and corrective measures taken by WTC management to assure the safety of our membership."

Dubose Batiste will be assisted by the CSEA occupational safety and health specialist in monitoring efforts, and also will examine reports of testing conducted thus far.

## Labor courses offered through Cornell

FISHKILL — The New York State School of Industrial and Labor Relations, Cornell University is offering CSEA members in Region III the opportunity to earn a certificate which could lead to an associate's degree in labor relations. The program is designed for working adults involved in or interested in labor education.

Classes, which begin in January, are offered at six community colleges in the region, including Dutchess, Orange, Rockland, Westchester, Ulster and Sullivan.

Those who complete the 12 courses earn 18 college credits from Cornell University and will be awarded a certificate in labor studies.

Subject areas to be covered are labor history, labor law, collective bargaining, contract administration, arbitration, communication skills, economics, health and safety and government and politics.

Eligibility requirements include a sincere interest in the field of labor studies and a demonstrated ability to meet the demands of college level coursework.

Tuition is \$135 per term or \$67.50 per course. There is also a one-time application fee of \$10.

For more information call the Albany office at (518) 473-1931 or the appropriate college.

## Who's eligible for new supervisor training program?

ALBANY — An innovative training program for CSEA members in supervisory roles got underway in October and is expected ultimately to reach more than 20,000 such employees.

Each program will include 24 hours of training with workshops having a maximum of 25 participants who will be mixed from various agencies to encourage a broad exchange of ideas and viewpoints.

Are you eligible to take part?

You are, according the CSEA Director of Education and Training Sally Bouton, if you fit the definition for supervisor put together by the

Human Resources Development Program.

The definition states that a supervisor is "anyone who directs, assigns, schedules and evaluates the work of others regardless of title.

"Employees who now have such responsibilities and who are themselves in the bargaining unit represented by the Civil Service Employees Association, will be given first preference in the acceptance process. Second preference will be given employees of a CSEA-represented bargaining unit who meet one or more of the following criteria:

"1. presently in a supervisory job title but not

performing supervisory responsibilities (that is, a senior account clerk who has no subordinates, but if transferred to another assignment may have subordinates),

"2. sign time cards, or

"3. prepare performance evaluation of others."

The series of workshops will continue over several years, eventually offering training to 20,300 supervisors. It was designed by the extension division of Cornell University in cooperation with CSEA and the Governor's Office of Employee Relations.



512 YEARS OF STATE SERVICE — A dinner honoring 44 recent retirees with more than 512 years of state service was held in Utica by CSEA Department of Transportation District II Local 505. Those receiving service award certificates and gifts included: Front, left to right: Roger Stockbridge, 20 years; Raymond Johnson, 37 years; Vernon Thompson, 21 years; Joseph Warner, 29 years; Helen Pakenas, 15 years; Frederick Niedzielski,

18 years; Carlo Tinelli, 31 years; and Clifford Morris, 24 years. Back, left to right: Howard Simson, 30 years; Sanford Morrison, 41 years; Charles Blowers, 36 years; William Burns, 32 years; Harold Montanye, 36 years; Robert Diefendorf, 27 years; Earl Jewett, 22 years; Arthur Baker, 28 years; Franklin Suits, 35 years; Edward Rowlands, 30 years; Lyle Evans, First Vice President Local 505; Charles Whitney, president, Local 505.



# PRESIDENT'S MESSAGE

William L.  
McGowan  
President

## Ronald Reagan's record a terrible tragedy for millions of Americans

As we celebrate another holiday season, the fact that too many Americans are hungry remains a national tragedy. Everyone seems to understand this except the Reagan administration. While soup kitchens around the country struggle to meet the needs of the hungry, one of Reagan's closest advisors Edwin Meese said there is no "credible evidence" that hunger is a problem in America.

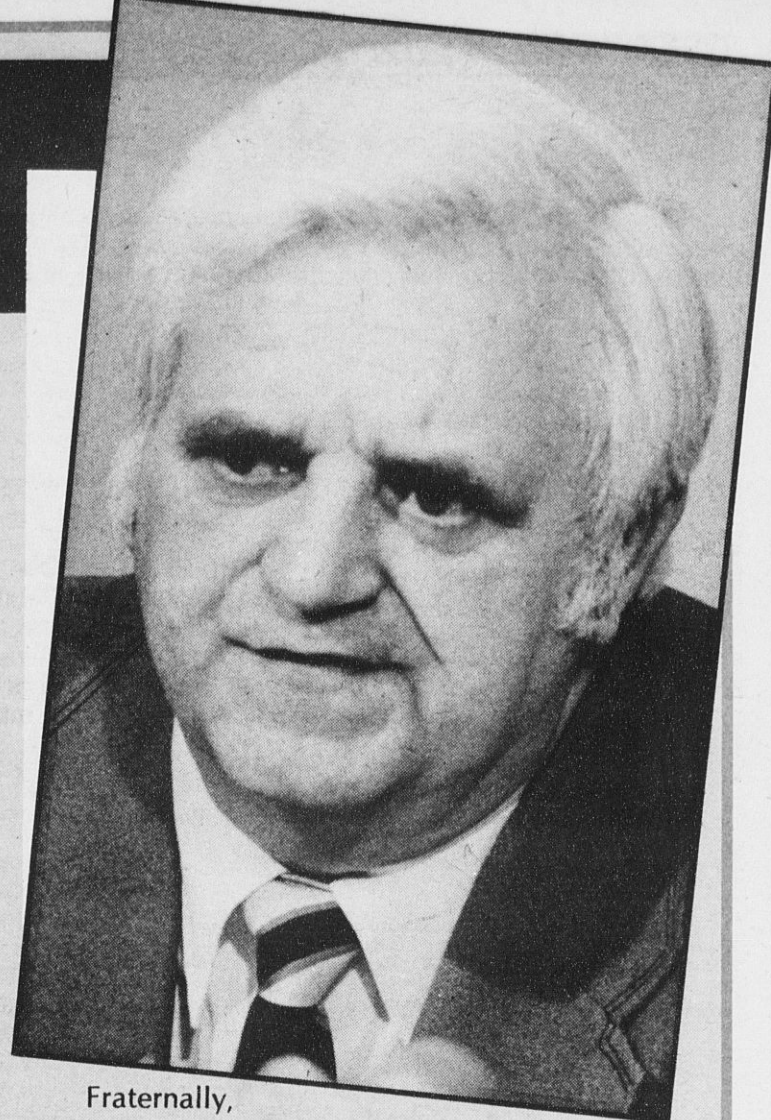
To add insult to injury Meese went on to say that the soup kitchens are full because "the food there is free and that's easier than paying for it." These statements, coming during the holiday season, show just how little the Reagan administration understands or cares about the needs of the unemployed and working poor who are struggling for the very basic needs of survival.

In this issue of *The Public Sector* on page 14, the Reagan record is outlined. It shows a total disregard for the needs of the poor, working Americans, women and minorities. These statements by Meese just underscore the damage that this administration is doing to millions of Americans every day. The worst thing about these statements is that they accurately reflect Ronald Reagan's thinking.

In 1984 we will have a chance to put a stop to this. The presidential election in November will give Americans who have been hurt by this administration a chance to vote it out of office.

I urge you to register and vote this year. This will be a very important election.

I also hope that each of you and your families will have a safe and happy holiday season.



Fraternally,

*Bill*

William L. McGowan

## Officials testify MH conditions worsening due to cutbacks in personnel and programs

(Continued from Page 1)

"That is known at our facility as 'mission impossible.' 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."

Watkins said that "urine-soaked bedding" must often remain unchanged because of understaffing and called the conditions "inhumane and morally wrong." He also said that personal hygiene suffers. Haircuts have been cancelled and toothbrushing goes unsupervised, said Watkins. He also pointed out that employees "on loan" to wards can create risks and problems, although unintentionally, because they don't have the knowledge or experience to work with clients.

Local 413 Grievance Representative Fred Daniels, Manhattan Psychiatric Center, said that the escape early this month of two violent inmates from the facility's forensic unit graphically illustrates the impact of budget cuts.

"We saw the seriousness of the cuts in that incident," said Daniels, pointing out that only two employees were covering the unit that evening.

Daniels also cited statistics to support "the direct and obvious link between short staffing and incidents of physical injury among staff. One employee, said Daniels, ended up in the hospital with a broken leg when she could not restrain a violent client. The increase in injuries, he added, leads to employees losing time needed for recovery which further reduces staff power.

Daniels also said that incidents among clients themselves have increased and are difficult to control.

In a related development, shortly after the hearings closed in New York City, State Sen. Frank Padavan announced that he would conduct a hearing at the Manhattan Psychiatric Center on Dec. 29 to look into conditions at that facility.

Regarding how to determine patient-to-staff ratios, witnesses concurred that individualized need, not statistical dictates, would be a realistic way to achieve guidelines.

"I am not prepared to say that there is a single appropriate staff-to-patient ratio," said Dr. Steven Katz, newly appointed commissioner of the Office of Mental Health (OMH). "But my experience tells me that current staffing levels are not adequate over the long term. More staff is needed, but how many and what kinds need to be resolved on a case by case basis."

"Ratios and statistics sound great on paper," said CSEA Local 429 President Tyrone Daniels, Staten Island Developmental Center. "But what is missing from that is the human factor." Many clients need one-on-one

care, he added, and that is not included in the calculations.

"SIDC is facing 300 possible layoffs early this year," said Daniels, "And those are layoffs we absolutely cannot endure."

Ernest Punter, president of Bronx Psychiatric Center Local 401 implored the hearing panel to "closely monitor the loss of accreditation" of the center, where beds are in such short supply that clients have been sleeping on cots and on mattresses placed in hallways.

## Only heroic efforts preventing a disaster

(Continued from Page 1)

"This holiday season, it is the Division of Budget that is playing Scrooge by withholding the money appropriated by the legislature to meet fiscal targets, without regard to the quality of care," said CSEA President William L. McGowan. The CSEA report shows that workers in the institutions are working enormous amounts of overtime to make up for the lack of staff.

The danger of attacks and injury for both patients and workers has increased because of the staff reductions.

Therapy programs have been eliminated because there just is not enough staff to carry them out. As a result patients who could be helped are being warehoused and their condition is getting worse.

Community based programs run by the institutions and those that depend on the institutions for support have been hurt badly by the cutbacks. As result more patients are being institutionalized for longer periods of time. This leads to overcrowding in the facility and worsens all the other problems.

"The progress that has been made in caring for the mentally ill and retarded over the last decade is being lost as a result of the staff cuts," said McGowan.

The union president added that fighting for the restoration of these badly needed jobs is a top CSEA priority.



# CSEA's office supervisors...

By Brian Baker  
Assistant Editor



**CAROLYN ANTONUCCI, REGION VI**  
"We have a great working crew and have found that if we all work together instead of each of us sticking to our one little area, we can accomplish a lot more."



**TONI SOUCIE, REGION I**  
"We get all kinds of calls from people who are frustrated and want help but don't know where to turn."



**JUDY MORRISON, REGION III**  
"I like the diversity, the sense of responsibility and the feeling of accomplishment I get from working with a staff that is doing a lot of things."

Michele Agnew and one of CSEA's regional offices started out together. Ten years ago she was just out of high school, and she remembers moving around boxes and crates as CSEA was setting up its first Capitol Region IV office on Colvin Avenue in Albany.

Things have changed a lot since then. The region's office moved over to Western Avenue to make room for a burgeoning staff of clerical workers, field reps, program directors and a communications person. And Agnew, who used to be the sole secretary in a cramped office, now finds herself in charge of a whole administrative support crew.

Agnew — who with her counterparts in the other five regions was upgraded from senior stenographer to office supervisor in 1981 — has seen her responsibilities grow right along with CSEA. Her story is similar to those of Catie Carranti (Region V), Judy Morrison (Region III) and Lilly Gioia (Region II), all of whom have been on board with CSEA for the past decade; or like those of Toni Soucie (Region I) and Carolyn Antonucci (Region VI), who have worked in their regional offices for almost as long.

"The office started out with just me 10 years ago and as we grew we hired additional secretarial help. I would get bumped up because I was the one with the most experience," said Carranti.

All of the women followed the same path to their present positions — from dictaphone machine operator to stenographer to senior stenographer to stenographic office supervisor. This last title change represents for them a clarification of a job they had already been doing for quite a while, they said.

"Now I have a responsible title and the headaches to go along with it," said Agnew wryly. "The work itself hasn't changed that drastically."

The job includes mainly working with the respective regional president and director, and supervising all clerical employees in the office. "We're also responsible for operating procedures for the satellite as well as regional offices," Carranti explained.

Add to those duties others like keeping track of office files and inventories, handling time cards, scheduling meetings and answering some routine and some extraordinary inquiries from members, and an outline of what the job involves begins to take shape.

"Sometimes it's difficult to explain because we do a little of everything," says Carranti. "Our office does just about all the kinds of things that CSEA Headquarters does, the difference being that we're more involved with the rank and file."

"Personally, I do everything from fix machines to wash out coffee pots," she added.

Agnew said that an important part of the job is assisting regional committees with their projects.

"We do a lot for the committees by providing secretarial help, composing notices, taking reservations — necessary but time-consuming kinds of work," she said.

Morrison agrees with the others that what's changed most about her position over the years is the added responsibility she's been given as the office has expanded.

"It's an entirely different ball game now with representatives from CWEP, EAP, EBF and OSHA working out of our office. But I like the diversity,

the sense of responsibility and the feeling of accomplishment I get from working with a much larger staff that is doing a lot of things," said Morrison.

Lilly Gioia, who worked for the regional office on Long Island prior to her lateral transfer to Manhattan, says she sees coordinating communications for her region as one of her main responsibilities as office supervisor.

"I feel a responsibility to get information on programs out to the locals and to the grassroots. I'm heavily involved in setting up meetings on the regional level and making sure that everyone who needs to know what's going on is aware of details like dates and times," Gioia said.

Keeping a "friendly, helpful atmosphere" in her office is another key to doing her job right, she said.

"We're dealing with members and their problems on a day-to-day basis and it's important for us to have a congenial atmosphere," said Gioia. "We have a CSEA 'We Serve' emblem hanging on our door here and we aim to keep up that motto."

Souci, who has been with CSEA for eight years and in her supervisory position for a year, noted that one challenging part of the job is dealing with members' complaints.

"We had a call from a man recently who complained that a defensive driving course that he wanted to take was being cancelled. We get all kinds of calls from people who are frustrated and want help but don't know where to turn," said Souci. "We do the best we can."

Antonucci, who began at the Region VI office almost seven years ago just one day after graduating from Niagara County Community College, says that attacking members' problems is a rewarding, though sometimes frustrating, aspect of her work.

"If they're upset, we try to calm them down. If we don't have the answers to their problems, we try to track them down. Sometimes they need to understand, though, that they have to be a little patient and that we don't always have instant solutions," said Antonucci.

"But we do have a great working crew here and we've found that if we all work together instead of each of us sticking to our one little area, we can accomplish a lot more," she went on. "We really do take a personal interest in the members' problems and sometimes do go beyond delivering a message to someone else to handle it."

Morrison noted that her office goes beyond the call of duty in assisting its members, too. One such case involved the family of a member who was dying of cancer.

"Our first contact with the man during his illness was when he came in to find out about health insurance coverage for treating the cancer on his face. We helped him in a number of ways and after his death we helped his family with their questions about life insurance," said Morrison. "We got to know the family well and they sent us a letter of thanks for all of our help."

Gioia says the times when she's been able to reach out to members in ways that were special have been "dividends in addition to the paycheck."

"It's good to see what the union has accomplished for people and it has accomplished a lot since I've been here," she said. "I've seen people's jobs saved and people's home lives put back together through EAP."

"What can I say? It's made me a real union person."



**LILLY GIOIA, REGION II**  
"It's good to see what the union has accomplished for people. I've seen people's jobs saved and people's home lives put back together."



**CATIE CARRANTI, REGION V**  
"Sometimes the job is difficult to explain because we do a little of everything."



**MICHELE AGNEW, REGION IV**  
"Now I have a responsible title and the headaches to go along with it. The work hasn't changed that drastically."

... Managing to keep the union's six regional offices in top shape

## PASSING THE BUCKS

AFSCME  
in the public service

American Federation  
of State, County and  
Municipal Employees



### The Contracting Out of Public Services

WASHINGTON — AFSCME, the nation's largest public employee union, has launched a national public education program designed to alert public policymakers to the drawbacks and abuse associated with contracting out, or privatization, of state and local government services.

AFSCME, CSEA's international union affiliate, released a 116-page book entitled "Passing the Bucks: The Contracting Out of Public Services." The book, which is the result of two years of study and research, details dozens of examples of mismanagement, abuse, fraud and corruption as a result of contracting out at the local level.

"The on-the-job experience of AFSCME's one million members has clearly shown that contracting out has serious shortcomings. Contractors providing government services are frequently more costly, contracting out often results in reducing the quality and efficiency of services, it is inevitably accompanied by lessening of public control and there are documented cases of crime and corruption associated with contracting out," declared Gerald W. McEntee, President of AFSCME.

The AFSCME book is being distributed to 5,000 public officials around the country — the nation's 900 governors, the mayors of the country's 900 largest cities, 3,000 county officials and key state legislative officeholders.

"The Reagan Administration's cuts in aid to state and local government have greatly increased the budget problems of those governments and contracting out is being promoted as a quick fix," McEntee continued. "But, our report shows that contracting out is no panacea. In fact, contracting out much more often operates against the best interests of the public it is supposed to benefit."

- Among the findings of the report are:
- Rather than saving money, contracting out often results in higher costs. Hidden costs such as contract preparation, administration and contract monitoring usually drive up the price of contracted services.
  - Contracting out can result in a decline in the quality and efficiency of services. Contractors are tempted to cut corners by hiring inexperienced personnel, by ignoring contract requirements and by providing inadequate supervision.
  - Corruption in contracting out has increased dramatically. Numerous cases of bribery, kickbacks and collusive bidding have characterized contracting out over the past several years. In addition, organized crime appears to have assumed an even larger role in illegal activities associated with con-

tracting out.

- Contracting out is still a tool of political patronage in many areas.
  - Contractors bidding to provide public services have sometimes encountered financial problems which have left cities, counties and states in difficulty.
  - Contracting out has often been characterized by "lowballing" or "buying in" at unrealistically lower prices in order to obtain a contract.
  - The drafting of job specifications and contracts often leads to contractor performance which is too rigid or narrow to maintain quality public services.
  - Competition for contracts to provide public services is too often the exception rather than the rule.
  - Contracting out results in less accountability by government to the public.
  - Contracting out is frequently used to mask the inadequacies of public officials who cannot manage their own operations properly.
- Among the case studies cited as alternatives to contracting out in the AFSCME book are:
- Rochester, New York. Public administrators there determined that improved public management combined with a productivity-minded public employee workforce could provide city trash collection services 20 to 35 percent cheaper than private contractors. The municipality was able to trim its 1979-80 budget cost for residential trash collection from \$8.6 million to \$6.2 million in 1980-81.
  - New York City. Custodial and printing contracts which were costing the city \$1.1 million a year could be performed by city employees at a cost of \$525,000 per year.

"The key to improving public services is good public management and efficient public services, not the selling off of government," McEntee concluded. "Public officials all too often have used contracting out as a crutch to prop up weak management. In every case of failure, in every case where the quality and efficiency of a public service has deteriorated and the cost increased, where control over public services has diminished, where corruption has come into play, the public is the chief victim. The public endures the consequences and the public pays the bill where contracting out has not worked," McEntee concluded.

AFSCME's educational campaign also includes extensive advertising in state and local government policy publications over the next three months.



# First McDonough scholarships awarded

"He would have been proud," said Pauline McDonough, widow of the late Thomas H. McDonough, as she recently presented one of the first Thomas H. McDonough Memorial Scholarships for Continuing Studies. The \$200 awards to aid previous CSEA scholarship recipients in completing their college studies are named in honor of McDonough, a long-time CSEA activist who was CSEA statewide executive vice president at the time of his death last January.

"He was unique, totally dedicated to the members, to resolving their problems and building CSEA," said Mrs. McDonough at a presentation to Capital Region award winner Kevin Costello, a senior at Siena College who plans to go to medical school.

Brian Ruff, chairman of the Special Memorial Scholarship Committee, said the six winners showed signs of the same personal dedication and selflessness that were McDonough's trademarks. "They are hard-working, determined individuals seeking to attain their goals by persistence and dedication," he said.

Kevin Costello and the other scholarship winners are pictured here receiving their awards.



**REGION IV** — Kevin Costello, center, the son of Earl Costello, an Eastern Barge Canal Local 500 member, receives scholarship from Pauline McDonough, widow of the late CSEA executive vice president. Also pictured are, from left, Thomas Doin, Local 500 president; William Fetterling, SUNY Local 691 president; C. Allen Mead, Capital Region president; Dann Woods, Motor Vehicles Local 674 president; and Brian Ruff, CSEA Special Scholarship Committee chairman.



**THOMAS H. McDONOUGH**, the late CSEA executive vice president, in whose name a scholarship for continuing studies for children of CSEA members has been created.



**REGION III** — Marcella Mercatili of Warwick Center, a junior at the Cornell School of Industrial and Labor Relations, is presented with award from Field Representative Felice Amodio while her mother, Julia, looks on. Julia and husband Peter are both employees at Mid Orange Correctional Facility.



**REGION V** — Suzanne Smith, right, of LaFayette, receives scholarship check from Sandra Delia, Region V scholarship committee member, and James Moore, regional president. Smith, a Syracuse University senior majoring in accounting, is the daughter of Karin Stathatos, a Judicial Local 334 member.



**REGION I** — Diane S. Burke receives her scholarship from Long Island Region President Danny Donohue as her parents, Beverly and Frank, watch with pride. Frank is an auto parts storekeeper at the Nassau County Police Department.



**REGION II** — Deborah Barfield accepts her scholarship from Region II President Frances DuBose Batiste as Lamont Wade, left, scholarship committee member, and Downstate Medical Center Local 646 President James Woods look on. Deborah, a third year journalism major at the University of Maryland, is the daughter of Carrie Barfield, a nursing station clerk at the medical center.



**REGION VI** — Matthew Farrell accepts scholarship check from Region VI Education Scholarship Representative Art Howell as his parents and sisters, Jennifer and Elizabeth, beam their approval. Matthew is a senior in computer engineering at Case Western Reserve in Cleveland. His father, Ken, is a sanitarian with Erie County Local 815.





**ALL SMILES** — Sean Turley, center, CSEA education and training specialist, pauses with participants during the steward training session held recently in Utica. Among the more than 80 CSEA members who took part in the daylong workshop were, left to right, Lucy R. Daniels, Oneida County Local 833; Sheila Sears, Utica State Employees Local 014; Turley; Dolores Herrig, president, Oneida County Educational Local 869; Odell Wallace, Rome School for the Deaf Local 201; and Terry Card, Madison County Local 827.

## More workshops to come

# Two hundred turn out for Region V steward sessions

SYRACUSE — CSEA Region V officers report that more than 200 members recently took part in three basic steward training workshops conducted simultaneously in Utica, Potsdam and Ithaca by staff members from the CSEA Labor Institute.

The sessions, conducted to geographically accommodate members in the central, northern and southern areas of the large region, also will be conducted in Syracuse, Watertown and Binghamton.

Mary Lauzon, Region V Education Committee chairwoman, said arrangements for the six workshops were coordinated by the committee

and the Labor Institute, with reservations made through the CSEA regional office in Syracuse.

The daylong sessions were conducted by CSEA Education and Training Specialists Peg Wilson and Sean Turley in Potsdam and Utica, with John Carter, an AFSCME education specialist, handling the activity in Ithaca.

"Our goal was to explore the role of the steward as organizer, leader, educator and contract enforcer," said Wilson. "After a brief description of CSEA structure, complete with an audio-visual slide presentation, we discussed labor terms, the responsibility and duty of fair

representation, and the grievance process.

"We were very pleased by the attendance at all three sessions, and anticipate good turnouts at the second series," she said.

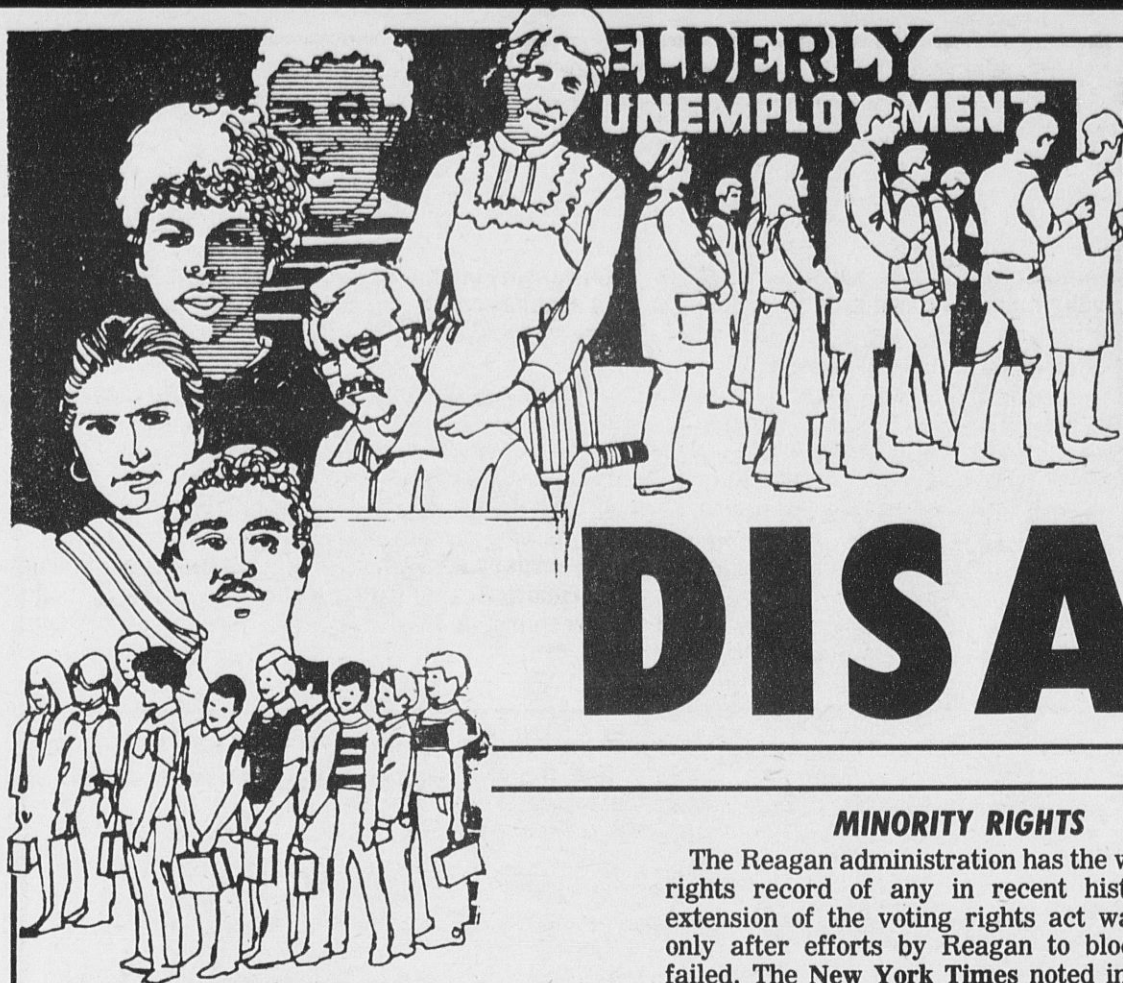
Wilson also expressed thanks to three field representatives who assisted in the programs: Ted Modrzejewski in Utica, Jim Hennerty in Ithaca and Steve Ragan in Potsdam.

Region V members who are interested in future steward training workshops are urged to contact their local or unit officers. The regional education committee will be closely monitoring interest in the sessions.



**SERIOUS BUSINESS** — CSEA Education and Training Specialist Peg Wilson listens to a question concerning fair representation duties from a CSEA member attending the basic steward training session held in Potsdam. Wilson explained the purpose of the classes was to explore the role of the steward as organizer, leader, educator and contract enforcer.





# REAGAN'S RECORD IN A SINGLE WORD?

# DISASTER!

Ronald Reagan's presidency has been a disaster for working Americans, especially public employees. As we move into 1984 we must look at the record.

## TAX POLICY

The Reagan tax plan has provided a boost for the rich while placing a greater tax burden on working Americans. Most of those who benefit from the so-called "tax cuts" earn more than \$50,000. Even Reagan's Budget Director David Stockman has admitted that the Reagan tax policy is the old Republican "trickle-down" theory, where big tax breaks for the rich are supposed to eventually help everyone.

Reagan's tax changes have also shifted the burden away from profitable corporations and onto workers. For example, in 1981 General Electric received a tax refund of more than \$90 million dollars even though it made a profit of \$2.66 billion.

## BUDGET CUTS

Reagan's "slash and burn" budget cuts have badly damaged government's ability to provide public services at all levels. The federal cutbacks have put a pinch on state and local budgets, forcing public employee layoffs or increases in sales and property taxes which hit workers' pocketbooks the hardest. Federal aid to states and localities has been cut by nearly \$30 billion.

Programs benefiting average Americans who earn less than \$20,000 absorbed three-quarters of the Reagan cuts.

## FOREIGN POLICY

Reagan's saber-rattling has created the greatest threat to peace in many years. The Reagan foreign policy has consisted of one wild adventure after another with no clear goal. Even conservative Senator Barry Goldwater (R-Arizona) urged the president to "bring everybody that's in an American uniform back (from Lebanon) and do it now because we're heading for war." (Emphasis added.)

## WOMEN'S RIGHTS

Reagan has set back the cause of pay equity for women. Although women make only 59 cents for every dollar earned by men because most occupations dominated by women are undervalued, Reagan has blocked attempts to correct this situation.

Reagan eliminated all pay equity regulations for federal contractors and dismissed all pay equity cases before the Equal Employment Opportunity Commission.

Reagan is also a bitter opponent of the Equal Rights Amendment.

## MINORITY RIGHTS

The Reagan administration has the worst civil rights record of any in recent history. The extension of the voting rights act was passed only after efforts by Reagan to block it had failed. The *New York Times* noted in January 1982, "Mr. Reagan's voting rights stance is late and equivocal, bordering on obstructionist."

## RETIREES

Upon taking office Reagan launched a frontal assault on Social Security and Medicare. Although many of Reagan's proposed cuts were blocked by Democrats in the House of Representatives, he succeeded in cutting \$18 billion in Social Security benefits over a five year period.

Many of the Reagan cuts in social service programs and state aid damaged programs that benefit the elderly.

## EDUCATION

Children also bore the brunt of the Reagan cuts. Aid to public schools is down by 30 percent, forcing layoffs and program cuts.

Reagan also supports tuition tax credits for parents who send their children to private school. This plan would create a segregated education system with poor and working class children in public school and the rich in private schools. Congress has blocked this plan so far, but it is clear Reagan would continue to push for it in a second term.

School lunches also came under attack from Reagan's Department of Agriculture. Although this program provides the best meal of the day for millions of poor and working class

schoolchildren, Reagan sought desperately to cut it. The Department went so far as to rewrite the school lunch rules so that catsup could be counted as a vegetable.

## LABOR

Reagan's labor secretary has boasted that the Department of Labor has taken much deeper budget cuts than most other government programs. Those cuts have damaged the government's ability to protect the health and safety of American workers and enforce the labor laws.

Reagan has also appointed anti-unionists to head the National Labor Relations Board, making the board a tool of union-busters instead of an impartial referee in labor/management relations as it was intended to be.

## DEFICIT

Despite all of these cuts in services, Reagan's wild military spending spree has created the largest federal budget deficits in history. While candidate Reagan promised to balance the federal budget, President Reagan has delivered a deficit of more than \$200 billion, more than three times as large as the worst deficit during the Carter Administration. These unprecedented deficits are one reason interest rates remain too high.

Many of Reagan's most extreme proposals have been blocked in Congress by Democrats and Republicans alike. But it is clear that in a second term without having to worry about reelection Reagan would push hard for more giveaways for the rich and cuts in public services.

CARTOON COMMENT by staff artist Ralph Distin from *The Public Sector* issue of March 25, 1983.





# Smorgasbord of health and safety issues planned for Region IV lunchtime forums

ALBANY—Beginning Feb. 6, Capital Region members in the downtown and uptown areas of Albany will be able to spend their Monday or Thursday lunch hours learning about various occupational health and safety issues.

Region IV OSHA Representative Angela DeVito is developing an "Occupational Health and Safety Lunchtime Forum" program which will be sponsored by the region's new Occupational Health and Safety Committee. For now, the experimental program will be limited to the uptown and downtown CSEA locals, but if successful, may spread into other locations.

"Our leaders and members want to know more about health and safety issues," DeVito explained. "However, a strict regimen of programs on weekends or evening training sessions simply fails to provide information to all interested parties."

The forum's current offering lists 18 occupational health and safety issues. The interested CSEA local or a group of locals in one common area can select a

topic for either a Monday (downtown) or Thursday (uptown) date. DeVito will coordinate the scheduling of a speaker on the selected topic. The local will have to coordinate the use of lecture room facilities and the advertising of the hour-long presentations.

"We want to see locals working together on this concept," DeVito reports. "I wish to see several downtown or uptown locals cooperating in developing a forum series to avoid conflict or having to deny a request because all of the available dates have already been taken. The cooperative effort will not only maximize our ability to reach a larger audience of members, but will also provide for an opportunity for locals to meet and share experiences."

The program will run from February through May. Topics range from "The Public Employees Safety and Health Act," "Filing a Hazard Complaint" and "Job Stress" to "Medical Screening: A New Form of Discrimination" and "Pregnancy and Work."

## Agreement reached in Amsterdam

AMSTERDAM—A 30-month contract has been reached between the CSEA City of Amsterdam Unit and the administration after months of heated negotiations. The final agreement was achieved with the aid of two PERB appointed mediators.

The contract's complex compensation formula calls for a \$500 across-the-board salary increase retroactive for the first six months of this year. A 7 percent increase covers the period from July to June 1984, when an 8 percent salary increase comes due. The contract will expire in June 1985.

Negotiations for a contract covering the city employees began in late 1982 and were permeated with bitterness due to the legislative imposition of the workers 1982 agreement by the City Council. PERB appointed mediators Paul Curry and Anthony Zumbolo to the sensitive talks in June.

"The main hang-up to an agreement was the city's demand that the workers pay all of the costs of health insurance increases the city was experiencing," Joseph Bakerian, CSEA field representative, explained. "We negotiated a compromise which guarantees that our current members will never pay more than 10 percent of the total insurance costs no matter what the city's health insurance experience is."

The employees in the city hall have retained their 30-hour workweek while 40-hour maintenance and custodial employees will receive an additional \$500 equity increase plus all other salary increases.

Michael Chiara, former unit president and a member of the bargaining team, described the members' reaction to the contract as being "basically satisfied with the results of a negotiated contract." Members Agnes Rodd, Ed Rusik and Ernestine Krawczyk aided in the negotiations.

## DMNA appeals representation ruling

ALBANY — "The Division of Military and Naval Affairs is waging a battle of endurance with us, but CSEA is not going to give up," vowed CSEA President William L. McGowan in response to DMNA's latest appeal in the union representation case.

In late October, a state Supreme Court decision moved 650 civilian employees of DMNA closer to union representation. The court upheld CSEA's position that DMNA employees were classified as public employees

within the scope of the Taylor Law, subject to PERB jurisdiction, and thus entitled to union representation.

DMNA has now appealed the ruling to the Appellate Division.

"We've been struggling with DMNA for years, and we're going to keep struggling as long as it takes to win," McGowan pledged. "We'll keep going to court as long as necessary in order to give these workers their right to union representation."

## Mohawk Valley library workers vote for CSEA

SCHENECTADY — The Mohawk Valley Library Association employees have voted overwhelmingly to join CSEA.

In two separate elections supervised by the State Labor Board, the workers selected CSEA as their bargaining representative by votes of 13-1 in the librarian and support staff unit and 7-0 in the technical staff unit.

The MVLA employees, who work in the Schenectady County Library, were working side by side with Schenectady County public employees who are represented by CSEA in the public sector. When the issue of joining a union to better their economic and working conditions came up, the MVLA employees quickly sought out CSEA.

"We are very happy to welcome these library employees into the house of labor and we'll certainly seek to serve their contractual needs as professionally as possible," John D. Corcoran Jr., Capital Region director, said.

The organizational campaign was handled by CSEA Organizer Michael Sheldon.

## EAP signing



CSEA OFFICERS from Utica-area DOT locals recently took part in the signing of an Employee Assistance Program charter at the State Office Building in Utica. On hand for the occasion were, left to right, Chuck Whitney, DOT Local 505 president; Frank Zammiello Jr., Barge Canal, Local 502 president; Richard Simberg, regional director, NYSDOT; Tom Schmidt, PEF representative; and Donald Poulin, PEF advisory board to EAP.





**ALL TOGETHER — PULL!** Strong arms strain to maneuver a channel buoy to derrick cable before hoisting aboard a barge. Similar crews along the state waterways are in the final phase of closing the canal for the winter season.

## Buttoning up the Barge Canal

The State Barge Canal system is closed for the season, buttoned up tight against the winter weather. But, thanks to a season-long 'Save The Canal' campaign by CSEA and passage of the Transportation Bond Issue in November, many of the seasonal employees of the canal system will be working this winter season instead of facing layoffs as originally threatened. The Barge Canal winds 524 miles through CSEA Regions IV, V and VI. Here are three stories about life on the Barge Canal today.

### 'It wouldn't make sense to let good men go'

By Charles McGeary  
CSEA Communications Associate

SYRACUSE — Sixteen seasonal barge canal employees in an area stretching across CSEA's

### An uneasy reprieve in western New York

By Ron Wofford  
CSEA Communications Associate

LOCKPORT — As winter closes in on the State Barge Canal, structure operators in CSEA DOT Local 524 have a reprieve from threatened layoffs.

It's an uneasy reprieve, however, with many workers being shifted to unfamiliar locations, job slots and shifts, according to Local 524 President Frank Langdon. "We've got guys driving wing plows, on cindering, salting and other snow and ice control jobs, who should be working on lift bridge maintenance and repair for the next boating season," said Langdon. "I'm sure the neglect of this work we would normally be doing will come back to haunt us next year."

Langdon said "one consolation" is that only two seasonal employees have been laid off for the winter, but even they "should have been kept for the needed winter work."

In the Rochester area, Dale Hatch, a chief lock operator and member of Local 504, reports three seasonal workers laid off, reducing the winter staffing to a bare minimum.

Langdon said many veteran shore-based DOT employees had to make "unhappy" choices of relocating to highway work after years in machine shop and related titles. "Morale is not too high and I'm sure productivity will suffer because of unfamiliarity with their new job duties," he predicted. "We won't know until next spring how badly this will affect the already poor conditions of the canal, but you can bet it won't be good."

entire Central Region V have begun the transition from regular canal system duties to winter employment as laborers with the New York State DOT highway crews.

According to CSEA Presidents Frank Zammiello and Ed Canavan of Locals 502 and 503, the employees have already made the switch to "on call" laborer duty with state highway crews and garages until recalled for canal duty next April.

Zammiello reports that of the 96 barge canal employees represented by Local 502, 11 seasonal employees are now working where needed from Utica and Herkimer DOT garages.

"The channel buoys have been brought in, but we still have some boats and a dredge out in the system," Zammiello said. "We hope state management is wise enough to keep those seasonals busy through the winter. There is no substitute for experience, and it wouldn't make sense to let good men go," he added.

Ed Canavan's Local 503 represents 191 canal employees. "At last count," Canavan said, "five of the 25 or 30 seasonal canal employees have been transferred to winter duties with the D.O.T. highway crews. It is my understanding they will also be used for highway and garage duty during the winter months where needed. The important thing, of course, is they are still on board and taking paychecks home. Hopefully they will rejoin regular canal employees when the system opens in the spring. For the rest of us it will be the usual winter maintenance routine of breaking down equipment, making repairs, cleaning and reassembly before opening day," Canavan said.

Zammiello and Canavan indicated they, along with Collective Bargaining Specialist John Naughter, will monitor the activities of those transferred seasonal employees.

### Threat to jobs is stilled for a while

By Daniel X. Campbell  
CSEA Communications Associate

WATERFORD — When the 1983 operating season of the State Barge Canal system came to a quiet, cold close on Dec. 5, the system itself had come a long way from its opening in May when the future looked as dark as the canal's murky waters.

Then, the locks and canals were steadily deteriorating, cutbacks in the Department of Transportation's Waterways Division personnel threatened to cut the operating hours of the canal and its internal winter maintenance schedule, and the state's proposed Executive Budget called for abolishing 164 fulltime maintenance jobs and converting those positions to "seasonal" employment.

CSEA was already involved in a massive statewide campaign to stop the unnecessary layoff of 8,000 state employees when it launched a "Save the Barge Canal" campaign.

As the canal season entered the summer months, CSEA already had the number of cutbacks reduced from 164 to less than half that number, and was forging ahead to save the remaining jobs.

As the November winds changed to December snows, \$50 million had been earmarked to improve the canal system. The money is coming in part from the \$1.25 billion "Rebuild New York" bond issue the voters approved Nov. 8.

"The threat to our members' jobs has been stilled for now. Not exactly in the way we want it. But our members are working, they are being transitioned back to permanent positions and will be back on the canal in early spring for maintenance and opening work," Joan Tobin, DOT Board representative and coordinator of the union's tri-region campaign, says.





## No matter what the weather, you'll get there because public employees are working.

How many times have you set out to visit the relatives for the holidays with snow in the forecast? Did you ever worry about the roads being plowed? Probably not. Because you know public employees are on the job no matter what.

It's gotten tougher. With staff cutbacks at both the state and local levels, sometimes it's a real stretch of personnel and work hours.

The roads will be plowed. . .but it will take longer. The state, county and municipal employees who take care of the highways and byways of this state take a lot of pride in doing their job well.

It's something that most of us take for granted. Because it's always been like that. Public employees are always there.

Highway maintenance people aren't the only public employees who work weekends and holidays, either. There are thousands of other workers keeping us safe, caring for the sick and handicapped, and doing the work that must be done no matter what.

We're the Civil Service Employees Association, and we're very proud of the work our people do, especially at times when they could be with their own families.

When you're enjoying the holidays with your family, remember that public employees are out there working for you.



The Civil Service Employees Association  
Local 1000, AFSCME, AFL-CIO  
William L. McGowan, President

**PUBLIC EMPLOYEES. WHERE WOULD YOU BE WITHOUT THEM?**



This holiday tribute to public employees, sponsored by CSEA, appears in the current issue of Empire State Report magazine.





# 'Can't stop the rain

*Stormy weather precipitates latest spate of problems for Dutchess DSS workers waiting to switch offices*

POUGHKEEPSIE — "Raindrops Keep Falling On My Head" is the not-so-amusing theme of Dutchess County Department of Social Services employees since a recent rainstorm.

To add insult to injury, the workers, who were promised in August by the Dutchess County Legislature that they would be moved from their present location in an old department store in the downtown area, have now been informed that the relocation plans have been further delayed.

Legislators voted to move the department to another building ending what DSS employees said was a six-year battle with an unresponsive landlord who would not rectify unsatisfactory working conditions. Meanwhile, employees have withstood such problems as no heat in the winter, no ventilation in the summer, frozen pipes, floods, overcrowded hallways and offices, and now, leaky and crumbling ceilings.

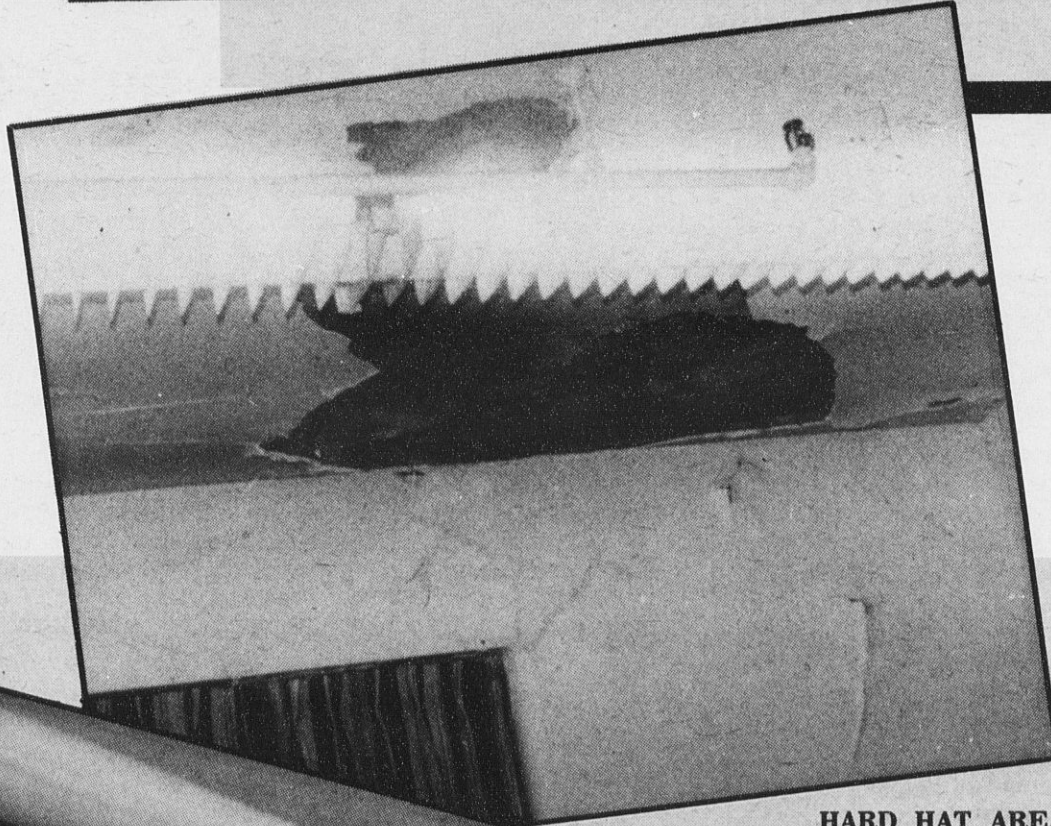
But lawmakers now claim that they are dissatisfied with the "legal language of the lease" and have asked the county attorney to rework some of the wording of the document, further delaying the plans.

Mary Rich, president of the county unit, said she hopes that legislators will approve the lease during their meeting at the end of the month and will urge CSEA members to contact their legislators to ask them to approve the lease.

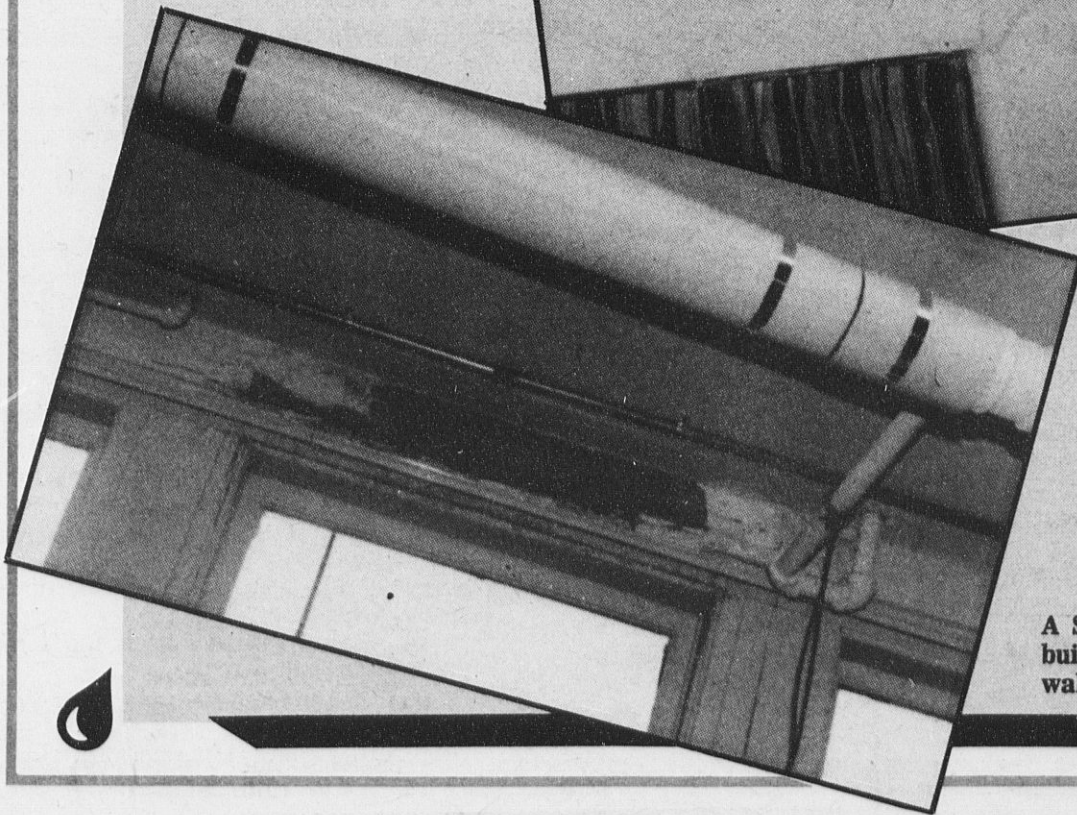


**SINGING IN THE RAIN?** Not quite. Social Welfare Examiner Colleen Crapser tries to keep dry in her office where buckets have been arranged to catch the rain.

*Employees have withstood such problems as no heat in the winter, no ventilation in the summer, frozen pipes, floods, overcrowded hallways and offices, and, now, leaky and crumbling ceilings.*



**HARD HAT AREA** — That's what CSEA officers are calling this room in the Dutchess County DSS building. Mary Rich, president of the unit, has asked that no one be allowed to work in this area until the ceiling is repaired properly. Because damage has worsened since the recent rainstorm, she fears that more of the plaster will fall and injure workers.



**A SORE SIGHT FOR EYES** — Water leaks in the building have caused plaster to crumble from the walls as well as the ceilings.



# HEALTH CARE

# NATION'S FASTEST GROWING INDUSTRY

**Growth gives rise to concern**

## CSEA a leader in field with 60,000 people in direct care

Health care is the fastest growing industry in the country — 10 percent of the Gross National Product.

But coupled with the growth is a rising concern among health care workers themselves about the quality of the care they deliver as well as the quality of their working lives. Polls reveal that more and more, health care workers believe organizing is the answer.

CSEA, which represents approximately 60,000 people involved in direct patient care, is a leader in the field. In fact, way back in 1931 the union drafted the first legislative measure to abolish the then 72-hour work week for institutional employees.

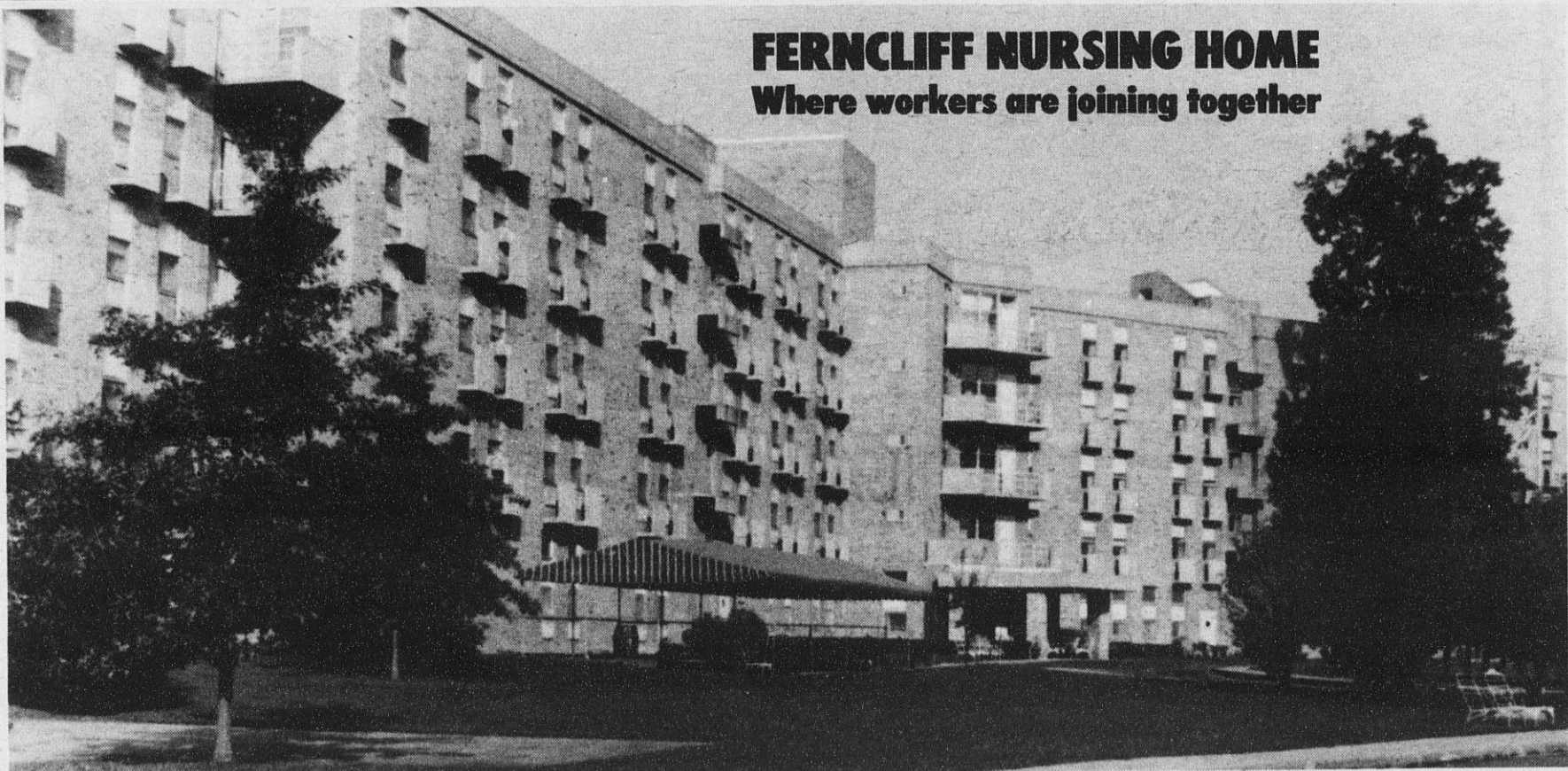
Through the years issues have changed but CSEA has been constant. Recently, for example,

the union put together a report on "A Return to Tragedy — The Effects of Mental Hygiene Staff Reductions." (see page 1 story)

CSEA was also a key part of a "Save Our Hospital Committee" which this fall successfully prevented the merger of the Greene County Hospital and Nursing Home, thus saving 418 jobs and guaranteeing continued quality medical care for county residents there.

The union, then, has a unique record of service to people in health related work. And, it is no surprise that many private sector workers are looking to CSEA as a way to gain respect and dignity as well as a better working environment.

Perhaps it is best summed up by a nurse who recently said, "It's good to have a union to back you up and to fight your battles."



## FERNCLIFF NURSING HOME Where workers are joining together

There is a rapidly expanding trend toward organizing among employees of health care facilities in both the public and private sectors. The Ferncliff Nursing Home in Rhinebeck, shown above, is typical of a facility where workers are joining together to improve their lives and their workplaces. CSEA offers the employees the services of a professional

staff, legal assistance, and a successful political action program to lobby for their specific needs. CSEA offers a wide variety of other services such as education and training programs, health and safety protection in the workplace, Employee Assistance Programs, research services and budget analysis, low-cost insurance programs, communication services.

# CSEA



## works for us!

"CSEA is made up of people who recognize the importance of joining a union.

"History proves that decent wages, safe working conditions, fringe benefits and retirement pension had to be won by men and women with the courage, the strength, and the perseverance to form labor unions.

"The 1980s demand no less. But now, working people must also defend their standard of living, their quality of life. SOLIDARITY is the spirit for the 1980s.

"Listen, then, to CSEA members themselves. Hear how CSEA works for us. . ."

—CSEA President  
William L. McGowan

"It's good to have a union to back you up and to fight your battles. With CSEA we can concentrate on our jobs while the union takes care of our employment problems."

—Susan Dayton  
NURSE

