ALBANY — More than 5,000 CSEA members are expected to march alongside tens of thousands of their brothers and sisters in Labor during the Solidarity Day demonstration in Washington, D.C., September 19.

Regional Presidents are enlisting members to join in the nationwide gathering to protest the Reagan Administration’s people-hurting budget cuts.

“This Administration has shown callous disregard for the needs of people, has cut programs that affect our jobs and the welfare of the clients and public we serve, and is now even engaged in a union-busting effort against a public employee labor union,” commented CSEA President William L. McGowan. “Workers in general certainly have something to protest about, and public employees in particular need to make their feelings known.

“I urge as many of our members as possible to dedicate this one Saturday in September to join this nationwide movement and speak up for jobs and justice.”

McGowan is serving as chairman of the AFSCME participation in Solidarity Day from New York.

Plans call for buses to carry members and their families and friends from each Region, and Solidarity Day marchers will be provided with items such as posters, hats and T-shirts. Box lunches and beverages will be provided on the buses, and there will be overnight accommodations for Upstate participants.

CSEA members who wish to join the labor march in Washington should immediately contact their Regional Offices.

**Unilateral unit change halted**

CSEA quickly appealed, and CSEA Atty. William Wallens asked PERB to overrule prior decisions because the policy interfered with the organizational and representational rights of employees.

PERB agreed, noting that “policy implications of past decisions in light of evolving labor relations has led this Board to reconsider the wisdom of its position. We now conclude that the consequences for public employees of a unilateral alteration of agreed-upon bargaining units are more substantial than we had previously thought.” And in declaring that Orange County had committed an improper practice, the Board declared “we overrule the holding of Southern Cayuga CSD (the 1976 precedent) that a public employer may determine unilaterally, at a time when decertification would be timely, that a unit created by agreement is no longer appropriate.”
ALBANY — Registration procedures for Delegates Conventions are being changed substantially, following recommendations of a special committee.

"After the special delegates meeting in Syracuse in March, President McGowan appointed a special committee to study registration procedures," explained the committee's chairwoman, statewide Secretary Irene Carr.

"After several meetings and a great deal of thought we believe we have developed procedures which will permit registration to go smoothly at our fall convention and future meetings."

The two-part delegate certification forms will be mailed to Locals in the initial delegate information mailing later this month. Under the new procedures, the forms must be filled out, signed by the Local President, and both copies must be mailed back to Headquarters by Sept. 18.

"We will certify and stamp the form," explained Supervisor of Stenographic Services Bernadine Dougal, who serves as staff coordinator for the Committee. "Then we'll mail the yellow copy back to the Local. From that point it will be the responsibility of the delegate to retain the stamped yellow copy and present it at the registration area at the convention."

"There is no reason why the big majority of our delegates can't be properly pre-registered through this system," commented committee chairwoman Carr. "This will greatly speed up and simplify the procedures that everyone will have to go through at the convention site and help ensure a minimum of hassle about seating delegates."

At the convention site, delegates and alternates who aren't pre-registered or those who have any change on their registration forms (such as substituting an alternate for a delegate) will have to register at the table marked "Unregistered," where they will have to be certified by the Credentials Committee.

Other changes in the system include:

* Everyone attending the convention — delegates, alternates, retirees, staff, guests and vendors — will be required to register.
* An early registration period, with limited staff, will be made available to early arrivals.
* Badges for pre-registered delegates and alternates will be prepared in advance of the meeting.
* Packets will be distributed at a separate booth in order to keep the registration process moving swiftly, and they will be made available to both delegates and alternates.
* A running count will be kept of those registered.
* Additional staff will be available to handle the registration process, and they will be aided by members of the Credentials Committee.
* Registration will be conducted and materials filed by Local number, so all delegates and alternates are urged to know their Local number.
* Members of our committee will observe the process this fall so that we can evaluate the new procedures," Carr explained. "But we think that with the help of the Local Presidents and the cooperation of the delegates themselves, we will have a more efficient, convenient system that will eliminate much of the problems and confusion of some past meetings."

Other members of the special committee are Walter Weeks, Dorothy King, Eleanor McDonald, Barbara Skelly, James Bishop and Patricia Pfieger.

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Two officers switch post of president

WEST SENECA — When the offices of President and Executive Vice President changed hands at the West Seneca Developmental CSEA Local 427, it was more of a lateral move for the two veteran Local officers involved as opposed to an upward or a downward shift.

Former President Elaine Mootry has been elected Executive Vice President and former Executive Vice President Debbie Lee has been voted in as the new President of the 1,400-member Local.

The unique change of roles came about so that the two "partners" in Local leadership could concentrate on the areas that best allow them to continue to serve the members as they have together for the last nine years.

After three terms as President Elaine Mootry will continue to serve as a trustee of the CSEA Employee Benefit Fund and Mental Hygiene Representative to the Statewide Board of Directors.

"Elaine also chaired the Institutional Negotiation Committee for the 1979 to 1982 State contract," said Debbie Lee. "I hope she's right there next year when the new talks start, because she really knows all about the contract and Civil Service Law."

During her nine years as Vice President, Debbie Lee served as Grievance Chairperson, chaired the Labor/Management Committee and has been active in political action.

Other officers elected include First Vice President Amelia Clay, Second Vice President Richard Warmus, Third Vice President Evelyn Hoffman, Corresponding Secretary Bill Kammerman, Recording Secretary Barbara Binecki and Treasurer Doug Busse.

A gala installation affair is planned for the near future.

Local president orientation set in Albany

ALBANY — CSEA local presidents are reminded that a special two-day orientation program will be held August 31 and September 1 at the State Plaza Convention Center.

The session, called by CSEA President William L. McGowan, is for local presidents only, and is designed to acquaint local presidents with the variety of resources available to them through the union.

Sixteen separate educational modules will be displayed to acquaint presidents with the professional staff services. Details of the meeting have been sent to all local presidents and CSEA Regional Offices.

Project LIVE seeking once-a-week volunteers

ALBANY — Can you spare two hours a week to tutor Albany adolescents in basic academic skills and help acquaint them with the working world?

If you can, then Project LIVE wants you.

Project LIVE — Learning through Industry and Volunteer Educators — is a CSEA-sponsored program which brings employees and students together once a week during the school year.

Volunteers are now being recruited to work on a one-on-one basis with the students — seventh and eighth graders from the Hackett Middle School in Albany who have some history of problems in school.

The program is held each Wednesday from 4 to 6 p.m. in various offices of the South Mall. The volunteers pick up their students from a designated meeting area in the South Mall and return with them to their offices, where they acquaint them with their jobs and help with such basic skills as reading, vocabulary and math.

"What we're trying to do is motivate these kids to stick with their studies," says Project LIVE Coordinator Beth Persans.

There are no special qualifications needed to be a tutor, "just a willingness to give your time every Wednesday," says Ms. Persans.

Project LIVE will get off the ground the first week in October with two orientation sessions. All interested CSEA members should send their name and address to Project LIVE, Twin Towers, 99 Washington Ave., Suite 2008, Albany, N.Y. 12210 or call Beth Persans at 473-3418.

An application will be forwarded. All completed applications must be returned by September 4.

Now in its second year, Project LIVE is funded by the joint labor-management Committee on the Work Environment and Productivity (CWE/P) of CSEA and the state Office of Employee Relations.
BUFFALO — The future of the State Liquor Authority (SLA) has come into doubt in recent months amid charges of incompetence and hints of corruption. The charges have resulted in a flurry of hearings by various state investigative panels.

And in the middle of it all, defending the public employees of the SLA stands Pat Pfleger, an SLA employee and President of CSEA's Buffalo Local 003.

"Many of these investigative panels are being used to build another brick to throw at the SLA," said Miss Pfleger. "There's really a move afoot to abolish the Authority, but the accused are not looking at the total picture. The Authority is working under an extreme personnel shortage."

Her comments came during a hearing by the New York Senate Democratic Task Force on Criminal Justice, which focused on "speakeasies" and "after-hour clubs" in the Buffalo area. Some of the private clubs, chartered by the city, have been described by law enforcement officers as scenes of such criminal conduct as drug dealing and prostitution.

The panel heard from the Buffalo Police Commissioner, the Erie County Sheriff, and other law enforcement officials who supported continuation of the SLA and opposed proposals to transfer the Authority's duties to the Tax and Finance Department.

The SLA's duty includes investigating speakeasies with the police and gathering evidence, especially that involving illegal resale of liquor.

"There's not much time, especially for primary endorsements," said Region VI President Robert Lattimer. With that urgency in mind, Supervisor Ed Walgate, Senior Investigator for the SLA and a former CSEA steward, said, "It would take years for another agency to become an effective as the SLA, even with short-comings that may be evident now. If this 'witch hunt' continues, a lot of taxpayers' money will be wasted and any effectiveness at fighting these particular crimes will be diminished."

Baldwin Library ignores raises; IP filed

BALDWIN — Nassau County Local 830 is pressuring the Baldwin Public Library to honor the terms of its collective bargaining agreement with the CSEA.

The Library's Board of Trustees is arguing with the CSEA over changes it wants to make in the terms of contract already ratified by the Library and the Union. The CSEA has refused the changes and has filed an improper practice charge with PERB against the Board. The Board has withheld raises due under the contract since December.

Last week, several officers of Local 830, including Rita Wallace, first vice president, Ralph Spagnolo, second vice president and Nick Dellisanti, third vice president attended a Library Board meeting to speak out for employees who are not receiving their raises.

Although the Board refused to discuss the issues, claiming they would wait for the outcome of the PERB action, the CSEA leaders felt their appearance before the Board would show the Board they intend to fight for their members' rights.

"This administration wants to let all CSEA units know — no matter how small they may be — that we intend to represent them and stand up for their rights," said Mr. Spagnolo.

The dispute began in December 1980 when the Baldwin Library Board decided that it wanted to change a provision in the contract covering vacations for non-professional employees to be hired in the future. The CSEA refused to change the language — claiming the contract already had been ratified by both sides.

In May, CSEA field representative John O'Sullivan filed an improper practice charge against the Library Board for attempting to unilaterally change the language of the agreement.

Region VI campaign seminar

CANANDAIGUA — The basics of involvement in a political campaign were recently discussed, debated and outlined for Region VI members here.

"If we don't get started now on the fall campaign, we can almost forget being effective," said Region VI President Robert Lattimer. With that urgency in mind, Supervisor Bernie Ryan, CSEA Political and Legislative Director, developed for members of the eastern half of Region VI the steps needed to become truly effective in the county races taking place this fall.

With input from the Region Political Action Co-Chairperson, Flo Tripi and CSEA/AFSCME Political Training Specialist Ramona Gallagher, a wide range of information was offered.

"The secret to success in any campaign is getting involved," said Ryan. "Because you will be involving yourself in the legislative process. Political action committees are important. If you don't have one now get them started and move quickly," urged Ryan.

"There's not much time, especially for primary endorsements," said Gallagher. "If everyone here could account for one or two more people to work answering phones or whatever will be needed, our effectiveness will be that much greater."

"We should utilize the resources that CSEA has and we can turn any marginal race around," said Ryan. "Being observant of the incumbents, their records including their speeches and reactions is very important," said Lattimer. He urged members to keep news clippings regarding the incumbant's stance on particular issues.

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A referral service when you need CSEA's help but don't know how to put your union to work for you.
Women endure sweatshops, fatal fire to be recognized

**THE AMERICAN LABOR MOVEMENT**

One hundred years of progress

A long, hard fight then—and now

The history of the American labor movement isn't only a story of, for and about the "sons of toil" or "working men." Women played an important role.

Leadership of the early labor movement showed a keen awareness that unions could not succeed with a "men only" philosophy, even though at the time men were the clear dominant element in the labor force.

In 1882, the year after its founding, the labor Federation extended to "all women's labor organizations representation...on an equal footing." And in 1904, the AFL convention adopted a resolution that "women should be organized into trade unions to the end that they may scientifically and permanently abolish the terrible evils accompanying their weakened, unorganized state; and we demand that they receive equal compensation with men for equal services performed.

By the turn of the century, large numbers of women were at work—particularly in big cities and in the garment industry. Pay was often at sweatshop levels, hours were long and working conditions dreadful. Such conditions led in 1909 to a strike known as "The Uprising of the Twenty Thousand.

The strikers, mostly women and almost all of them recent immigrants from eastern Europe, conducted the first big protest in the needle trades under the banner of the Ladies Garment Workers against shirtwaist and dress manufacturers. Their plight brought widespread public support, and they gained the 9-hour work week and wage increases.

But a reminder of the miserable working conditions in the garment industry occurred in 1911, when a fire broke out at the Triangle Shirtwaist Company on New York's lower east side. About 150 employees—almost all of them young women—perished when the fire swept through the upper floors of the loft building in which they worked.

Many burned to death; others jumped and died. The casualty list was so high because safety exits on the burning floors had been securely locked, allegedly to prevent "loss of goods.

The tragedy aroused New York and the nation. A state factory investigation committee, headed by Frances Perkins, probed the incident and paved the way for many long-needed reforms in industrial safety and fire prevention. In 1933, President Franklin D. Roosevelt named Frances Perkins as Secretary of Labor, making her the first woman cabinet member in the nation's history.

Women were numbered among the 50,000 textile workers who struck the mills of Lawrence, Massachusetts, in 1912 after mill owners cut pay rates. As police and militia attacks grew, some 400 children of strikers were "adopted" by sympathizers. Authorities then decided no more youngsters could leave town, and police attacked women strikers and their children at the railroad station. The attack enraged the public, finally forcing the mill owners to increase workers' wages.

A noteworthy event in the labor movement of the early 1900s was the creation of the Women's Trade Union League, to help educate women workers about the advantages of union membership, to support their demands for better working conditions, and to acquaint the public with the serious exploitation of women workers, many of whom toiled in "home industries" or industrial sweatshops.

For much of its first century, the labor movement was composed primarily of men. Except in a few occupations—clerical work and the garment, textile, retail and hotel industries—the labor force was essentially male.

This began to change during World War II when women moved for the first time into many occupations formerly the sole domain of men. The picture changed even more in the 60s and 70s.

Now there are more than 42 million women in the labor force, two-fifths of all workers. About 60 percent of all age women 18 to 64 are in the work force, compared with 80 percent of men. And women have accounted for the majority of the increase in the civilian labor force in the past decade.

But have women come such a long way? Women workers are concentrated in low-paying dead end jobs, and the average woman worker earns only about 60 percent of what a man does. The median wage income of year-round full-time workers in 1977 was lowest for minority race women ($8,387). For white women it was $8,787; minority men, $11,053; and white men, $15,230.

In the late 70s, women were 80 percent of all clerical workers, but only 6 percent of all craft workers; 63 percent of service workers, but only 43 percent of professional and technical workers; 64 percent of retail sales workers, but only 23 percent of managers and administrators.

It has been argued that the average working woman earns less money because she works in jobs traditionally not covered by unions. For example, only a small percentage of the nation's clerical/secretarial workers are organized. But now, nationwide, a number of organizing efforts are primarily aimed at enlisting the support of non-union women employees.

In recent years, "comparability of worth" has become a rallying cry of many women workers. Studies disclosed that traditional "women's" jobs, such as nurse, paid less than comparable-worth "men's" jobs, such as truck mechanic. Just this summer, AFSCME members in San Jose, California, conducted an unprecedented strike aimed at correcting such inequities in pay for women.

Unions have also become increasingly responsive to problems their women members encounter in terms of sexual harassment in the workplace.

More frequently, women are being elected to prominent union positions, and the first woman member of the AFL-CIO Executive Council was elected in 1980.

Women have always been active members of CSEA, and one woman, Benjia Bailey Thull, served as statewide President in the 1920s. Women comprise 40 percent of the current statewide Board of Directors, and nearly a third of the union's Local Presidents are women.

CSEA has also been successful in negotiating some innovative programs that benefit women members. Among these is the CSEA/Program (Clerical and Secretarial Employees Advancement Program) designed to help workers move out of the clerical ghetto.
New wave of women leaders

Deanna McCabe is anxious to fill role as first female in DPW, CSEA posts

FONDAL-Deanna McCabe is a twenty-four year old positive thinker. She is part of the new wave of public employees unionists who want to see the roles of female public employees expanded, and she's doing something about this in her Montgomery County job.

Deanna is the first woman to work in the Parts Department of the County Department of Public Works, she is also the first woman to be elected president of the Montgomery County Highway Unit of CSEA Local 829.

"I like my public job, and I like my union role. I bring a positive, mental attitude to both positions and that helps," Deanna said, noting that she believes such an approach helps the individual achieve success in any situation.

"I take great satisfaction in the job I do for Montgomery County and great pride in the men I work with on a day-to-day basis," the jovial worker stated. "I'm not the only female in the DPW building, but I am the first female working in the DPW garage area and the guys have been so understanding that I was surprised when I found myself being quickly accepted by the work force."

Deanna's job title is mechanical storekeeper helper, but the job activities go beyond the DPW garage. "Actually we're like a central purchasing office for the whole building. I might be ordering in auto parts and engineering supplies, checking on repairs done outside of the DPW garage and dispatching a crew to take care of a evening emergency situation."

Deanna works the 3 to 11:30 PM shift and often helps out in the dispatching operation during the first few hours of her shift. "It's nice to know that you are helping the community in an emergency situation," she said. "But the general public is not fully aware of what is involved when a public employee crew is sent out to help in a flood, or fallen tree situation. They're called in from their homes, families. They do get paid but still they're putting in a little extra."

Deanna brings a concerned and caring attitude to her union position also. "On the job, I have to see that the taxpayer is getting fair treatment from vendors, suppliers, repair services, etc. As a union officer, I have to see that management is treating the worker fairly in accordance to our contract. That's causing some problems, but eventually things will work out."

Deanna said, stressing that the positive resolve she is striving for will eventually be realized.

Local 870 unit president Paulette Hanson

Town Clerk hopeful vows to be 'sympathetic to employee needs''

MATTITUCK—"I'm running for public office because I want to show our members that public employees aren't second class citizens; we can participate not only in or union, but in our government as well," says Paulette Hanson, candidate for Southold Town Clerk and president of the Mattituck School District unit of Suffolk Educational Local 870.

Ms. Hanson, who has been endorsed by the Democratic and Conservative Parties in Southold, said that if she is elected she plans to "depoliticize" the office of Town Clerk. However, she added as an officer of Town Government, she would be 'sympathetic to employee needs'.

Although this is her first try at public office, Ms. Hanson, a secretary, has been involved in union politics for the past seven years. She was both secretary and a vice president of her unit and helped negotiate three contracts as a member of the negotiating committee.

Local 870 has endorsed her candidacy and is urging all CSEA members to vote for Ms. Hanson. Local 870 President Walter Weeks said he would recommend additional support from the Region One Political Action Committee.

"Paulette shows us that we can get involved and make a difference in how our government is run," Mr. Weeks said. He said that if Ms. Hanson is successful, she will be following the example of CSEA retiree Bob Conlon, who was recently elected, with CSEA support, to the Kings Park School District.

Union claims victory in Poughkeepsie

ALBANY—"An absolute victory," is how City/Poughkeepsie Unit President Don Murphy describes the decision by a state-appointed hearing officer ordering the city to offer jobs and back pay to workers whose jobs were cut when the city hired private companies to run its parking facilities and sewage treatment plant.

Deborah A. Sabin found that the city did not negotiate in good faith with CSEA regarding the impact of contracting out on its employees. The PERB-appointed hearing officer added, "The opportunity afforded to CSEA's representative to speak to the Finance Committee and the Common Council were no more than a meaningless prelude. The essential characteristic of the give and take of prior negotiations was clearly lacking."

In January, 1980, the city turned over operations of its Water Pollution Control Plant to the Envirotech Corp., and Meyers Parking was granted control of all parking facilities.

City officials, at the time, maintained they contracted out for reasons of 'economy,' but Ms. Sabin noted, a public employer may not subcontract ... when it intends to continue the same service that it had provided before, merely replacing its own public employees with those of a private employer ... Economic considerations are not sufficient to justify the decision to subcontract ... and neither is the efficiency of service provided by the subcontractor."

The hearing officer's decision is really the third strike against the city. Previously, reports in various financial circles indicated that Envirotech was in financial trouble. Between April, 1979, and December, 1980, the company lost $18.5 million.

And recently, the city's Common Council has been hearing complaints from the public that Poughkeepsie's parking facilities are not being properly maintained by Meyers.

CSEA Regional Director Thomas J. Luposello believes Poughkeepsie's experiment with the private sector is, "a failure."

"Parking fees were raised, maintenance lowered, Envirotech gets automatic rate increases far in excess of anything the city offers its own workers," he commented, and its a classic example of the private sector ripping off the public."
James Murphy named new EAP Director

ALBANY — James Murphy has been appointed Director of the CSEA Employee Assistance Program, a volunteer counseling service aimed at helping state workers cope with health, family or job problems.

In his new position, Murphy will be responsible for supervising the activities of EAP representatives in the six CSEA regions, directing training specialists to develop appropriate training packages for ship stewards and union members; and seeking funding sources for various EAP activities.

Murphy earned a B.S. degree in education and a master's degree in health education from Russell Sage College, and is finishing up a B.S. degree in nursing from the Region 6 External Degree program.

Before joining EAP, he taught physical education and health at several high schools in the Albany area and, as a recreation therapist at O.D. Heck Developmental Center, was a CSEA member.

Murphy lives in Delmar with his wife and two infant daughters.

Rensselaerville
sight of advanced coordinators seminar

RENSSELAERVILLE — An extensive two-day advanced training seminar for CSEA Employee Assistance Program (EAP) coordinators was conducted in mid-August at the Conference Center of The Institute on Man and Science here.

Workshops were conducted for both new coordinators who have recently joined the program, and for advanced coordinators in on-going training.

Among those conducting workshops were James Murphy, newly named Director of the CSEA Employee Assistance Program; EAP Training and Evaluation Specialist Katrinka Broadaway; EAP Region Representatives Maureen Duggan of Region I; Joan Phillips of Region II; and Stan Watson of Region V. Also, EAP Coordinators Sharon Hicks of Hudson River Psychiatric Center, Bob Hatley of the State Division of Alcoholism and Alcohol Abuse, Gary Holobon of Rochester Psychiatric Center, and Dr. Anne Demming of State University College at Fredonia. Other instructors included training specialists Linda Parr and Elaine Kanam, and Walter Heinsman, Associate Professor at Baruch College.

ADDRESSING THE SKILLS REQUIRED of an advanced EAP coordinator is Training Specialist Katrinka Broadaway:

Dr. Anne Demming, an EAP coordinator at the J.N. Adam Developmental Center in Perrysburg, conducts a workshop for new EAP coordinators in Rensselaerville.

ADVANCED COORDINATORS chat with speaker Katrina Broadway during a session break. From left, bottom photo, are Region II EAP Representative Stan Watson, Region V EAP Representative Joan Phillips and Katrina Broadway.

Buffalo gains program

BUFFALO, N.Y. — The New York State Department of Labor in the Buffalo and Rochester areas have agreed to utilize the Employee Assistance Program (EAP) as the tool it was intended in maintaining employees' effectiveness in spite of personal problems.

The EAP deals with personal problems which may affect an individual employee's ability to function on the job. Such problems may include personal or job-related stress, family or marital problems, legal or financial difficulties, as well as alcohol/drug abuse and other behavioral or medical problems.

The purpose of the program is to assist employees with such problems in order to enhance their usefulness to themselves, their families, their union, their employers and their jobs.

The agreement reached between the state DOL, CSEA and PEF recognizes that such problems can be handled by referring employees to professional help. Region EAP Coordinator Lori Bartlick said the CSEA locals will form committees that "will begin the process of making EAP work for the members." She offered her services in seeing the project through to completion.

The Buffalo District EAP Committee will include Jacqui Reed, Doreen Lapis and Elaine Todd.

The Rochester District committee will include Deodoro Carbone and Sylvia Ebersold.

"The main thing to remember should be that EAP exists to save jobs, and I hope the members will take advantage of the services the program offers," Mrs. Hartwick concluded.

DEPARTMENT OF AGRICULTURE EAP AGREEMENT - Sandra Sokolowski, President of CSEA Local 650, left, and John Weidman, Agriculture and Markets Board Representative, right, watch as Department Commissioner Roger Barbor sign Employee Assistance Program agreement covering employees in Ag & Markets.
NEWLY ELECTED CSEA REGION V OFFICERS gather at a recent officers training session in Syracuse. From left, front row, are Statewide Treasurer Jack Gallagher, installing officer; First Vice President Ralph Young, Treasurer Mary Sullivan, Executive Vice President Patricia Crandall, President James Moore and Second Vice President Richard Brown. From left, second row, are Statewide Secretary Irene Carr, Corresponding Secretary Marjorie Coggeshall, Executive Secretary George McCarthy, Secretary Helen Hanlon, and Third Vice President Bruce Nolan.

Six State employees received a total of $1,325 in cash awards in July for money-saving ideas submitted to the New York State Employee Suggestion Program. This Program is administered by the New York State Department of Civil Service. Estimated first-year savings from these suggestions total more than $12,000.

Award Recipients:
$1,000 — James C. Hrbek, Insurance Department, Albany, who developed a system which sharply reduced the number of blank reporting forms sent each year to insurance companies, resulting in net first-year savings to the State of more than $9,500 in labor, materials and postage.

$25 — Joseph J. Brennan, Department of Motor Vehicles, Albany, and Betty F. Soffer, Department of Social Services, New York City.

Members mourn death
Deputy Truman Becker killed in car crash

CANANDAIGUA — CSEA members and fellow Deputy Sheriffs of Ontario County are mourning the death of Truman Becker, a Deputy Sheriff for 18 years who was killed in a head-on auto collision on July 17.

He was the first deputy here killed in the line of duty in 90 years. Fellow Deputy Dale Gelder remembers Deputy Becker as a "well liked, well respected guy. He was a hard worker and he really believed in the union. He was one of the original five that stayed in CSEA when we had problems some time ago. But his faith in CSEA rubbed off on a few of us and was vindicated in the fact that we are now back in the CSEA fold as a strong unit."

Region VI President Robert Latimer pledged a contribution of a plaque to honor the memory of Deputy Becker. The plaque will be placed on the wall of the Ontario County Sheriffs Office near the one commemorating Deputy Becker. The plaque will be awarded to Truman Becker's family.

BUFFALO — An arbitrator’s ruling in favor of a CSEA member regarding bereavement leave for the death of a brother-in-law "may have cleared the air so that employees whose contracts include certain in-laws in bereavement clauses may rest assured that they will not be docked for time taken off to attend such funerals," according to CSEA Field Representative Robert Young.

Arbitrator William Babiskin ruled that Mary McKithen was exercising her contractual rights when she took three days off in December 1980 to attend the funeral of her husband's sister's husband.

The Licensed Practical Nurse had been docked three days' pay following an interpretation by the Erie County Labor Relations Committee that the contract only extended bereavement leave for "blood relations of one's spouse."

A second step grievance denial led to the arbitration, at which point CSEA Attorney Ron Jaros argued that "brother-in-law" was clearly included in the contract clause regarding bereavement leave. He urged the arbitrator to accept current dictionary definitions of the term "brother-in-law" and submitted two dictionaries in support of his theory, along with precedents from similar cases.

Terminating the contract language "clear and unambiguous" in favor of the grievant, Arbitrator Babiskin ordered Erie County to pay McKithen three days' pay at the rate of pay she was earning in December 1980.

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For Michele Agnew, 'it was hard work, worth the effort'

ALBANY — In 1974, Michele Agnew was hired as secretary within the then newly created office of the Capital Region of the Civil Service Employees Assn. Now, seven years later, Michele has another first to her credit. She is the first clerical staff member of the Region to complete the Cornell University New York State School of Industrial and Labor Relations two-year certificate program.

"I just wanted to be of more assistance to our members when they call the office and their field representative is temporarily unavailable," she said, explaining why she started the program in 1979.

"I felt that I had to have a better understanding of labor relations in the public sector in order to deal with the daily operation of the Region Office. I felt that this knowledge would help calm some of our members who call the office with the expectation of speaking to their field representative immediately."

Michele, who came to CSEA shortly after high school, found returning to the educational process a challenge. "It was hard work, but well worth the effort," she said. "My studies in labor relations have enhanced my understanding of what CSEA accomplishes for its members on a day-to-day basis."

Regional Director Jack Corcoran and Capital Region President Joseph E. McDermott recently paid Michele a sincere compliment as recorded in the minutes of the June 20, 1981 Regional meeting, "Our secretary, Michele Agnew, will graduate from the union-sponsored Labor Studies Program. Both Joe and I are very pleased with this development and I am sure that you will join us in congratulating Michele in this achievement. She accomplished this and still maintains a very sunny disposition while continuing to work for both of us — a monumental achievement."

Michele Agnew shows her diploma of completion of the Cornell University NYS School of Industrial and Labor Relations program to Capital Region President Joseph E. McDermott, left, and Capital Region Director Jack Corcoran.

Union effort puts halt to contracting out for temporary clerical help

NEW YORK CITY — Contracting out public service jobs can take many forms but due to the efforts of CSEA, one of those forms, the use of temporaries to fill jobs that should be held by state employees, will soon end in the New York City office of the Bureau of Disabilities Determinations.

Metropolitan Region II President George Caloumeno reports the Bureau has agreed to phase out its use of temporaries provided by a private contractor to fill 150 Grade 3 clerical positions. The Bureau has pledged to fill the items with state workers.

Caloumeno hailed the agreement as "a major victory for CSEA. It demonstrates that when CSEA sits down with management with the backing of the membership, our goals can be achieved."

At a labor-management meeting in April, CSEA strongly objected to the Bureau's use of temporaries. Bureau officials said that they would prefer permanent state employees to temporaries, but they maintained that there was no eligible list from which to fill Grade 3 items. The test for Grade 3 clerks had not been given since 1979.

"It was pressure from Local 010 members in the Bureau that forced the Bureau's management to go to the Civil Service Commission to get a test for Grade 3 clerks scheduled," Caloumeno said.

The test will be open to the public, but a special effort will be made to accommodate employees of the Department of Labor who recently received layoff notices.

"The Department of Labor has pledged to survey employees scheduled for layoffs to see if any of them are interested in taking the test," Caloumeno said.

Calendar of EVENTS

AUGUST

26—Region V EAP training session for committee members from Marcy, Utica, CYNT Psychiatric Centers and the Rome Developmental Center. 8 a.m.-3:30 p.m., Alfredo's Restaurant, Route 5, Utica.
27—Southern Region III Legislative and Political Action Committee meeting, 7:30 p.m., Holiday Inn, Fitchburg.
28—Region III installation of officials, Thayer Hotel, U.S. Military Academy, West Point, 7:30 p.m.
29—Local 615 Upstate Medical Center summer dinner dance, 6:30 p.m., Raphael's Restaurant, State Fair Blvd., Latham.

SEPTEMBER

11—Capital Region IV Annual Meeting, Friar Tuck Inn, Cairo.
11—Tax Local 690 and Insurance Local 666 hosts 23rd annual clam steak Krause's Hoffman Beach, Hoffman.
17—Region V EAP network meeting, 9:30 a.m.-2 p.m., Administration Building, Syracuse Developmental Center, South Wilber Avenue, Syracuse.
17—Southern Region III Legislative and Political Action Committee meeting, 7:30 p.m., Holiday Inn, Suffern.
19—Rockland Psychiatric Center Local 421 picnic, Anderson Field, Orangeburg.
20—Suffolk County Local 852 picnic, Southaven Park, Yaphank.
21—Long Island Region I Executive Board meeting, 7:30 p.m., 200 Motor Parkway, Hauppauge.
22—Department of Labor Local 350 general membership meeting, 6 to 9 p.m., II World Trade Center, 44th Floor conference room.
24—Region V. EAP network meeting, 9:30 a.m.-2 p.m., Raymond Hall, SUNY Potsdam, Potsdam.
24—Southern Region III political action meeting and rally, 7:30 p.m., Hillcrest Manor, Glenville.
26—Rensselaer County Local 842 clam steak, 12 to 9 p.m., Tironi's Grove, Waterford.
26—Formal installation of Region II President George Caloumeno, dinner, 7 p.m., Vista International Hotel, III World Trade Center.

For Michele Agnew, 'it was hard work, worth the effort'
The Civil Service Employees Assn. is an extremely diverse organization. Its membership of upwards of a quarter of a million workers perform thousands of different jobs at hundreds of work locations throughout New York State. The needs of those members can vary as much as the members themselves, and it takes a sophisticated staff organization to meet these needs. CSEA employs a professional staff of more than 300 people to provide services to the membership. Slightly more than one-half of that total are assigned to statewide headquarters at 33 Elk Street, Albany, with the remainder assigned to the six regional headquarters maintained by CSEA throughout the state. "Staff Profiles" is an informational series designed to acquaint members with staff departments and personnel.

Organizing retirees helps relieve pinch of inflation

ALBANY — "A retiree has almost as many problems as an employee — they're just of a different nature," says Thomas Gilmartin, Director of the CSEA Retiree Department.

Gilmartin is the person responsible for coordinating services for CSEA's burgeoning retirees organization — the largest organized group of retired public employees in the country.

"We've been experiencing quite a growth spurt," said Gilmartin, noting that in just the past year CSEA retiree membership has jumped from 20,000 to 30,000. These members are organized in 17 retiree locals across the state, plus a Florida retirees local.

Inflation is the 'ogre' that's impelling retirees to join together in great numbers, says Gilmartin. Many who are entering retirement, he notes, are unprepared for the financial future they face. Instead of the freedoms they have come to anticipate, too many retirees can barely make ends meet during these years.

"Retired public employees, feeling the pinch of inflation, are realizing more and more that they have to be organized in order to have the political clout needed to improve their retirement benefits," said Gilmartin. "They realize that CSEA, who worked for them in the past while they were employed, is the leader in this."

Although CSEA can no longer negotiate on behalf of its retired members, CSEA's legislative lobbyists will, instead, lobby for laws that affect them.

"This has been a crucial year for the CSEA retirees organization because of the excruciating need for a cost-of-living increase for retired public employees," said Gilmartin. "That was a top legislative priority for us." (The Governor signed the pension supplementation bill last month.)

The CSEA retirees organized in 1970 with about 4,000 retired public sector employees. The Retiree Department was set up at CSEA Headquarters in 1974, by which time the group had grown to 7,000. Its major goal then was to extend CSEA's group term life insurance into their retirement years.

"Since then, our purposes have broadened considerably," said Gilmartin, a retired high school English teacher who has headed the department since its beginning.

In addition to group services on retirement-related issues, the department offers services of a personal nature. Gilmartin answers questions from members who are referred by local officers or who call directly about any kind of problem they may face in the process of retirement — from concerns about pensions and health insurance to how to file claims.

Anyone who has been a member of CSEA at one time during their working years is eligible to become a member of the CSEA retiree organization.

Retiree dues are $9 a year, and make available CSEA's vast resources, including professional staff, lobbyists, political contacts and political action efforts to secure the election of lawmakers favorable to CSEA and its retirees. There is also a regular retirees newsletter which covers developments in New York State of interest to retired public employees.

What's ahead for the CSEA retirees organization?

Gilmartin's goal is for the group to reach a membership of 40,000 by the end of this year. A second statewide direct mailing campaign to non-member retirees is being planned. The first such campaign, in November 1980, resulted in 8,000 new retiree members.

"To gain the benefits we seek through legislation, we need strength," stresses Gilmartin, "and strength comes from numbers."
BREWSTER — It was a night of fond farewells. There were speeches, letters, flowers and even a little poetry as friends of former Local 840 President Millicent DeRosa got together to wish her well upon retirement.

State Secretary Irene Carr, Region 3 President Ray O'Connor, Regional Director Tom Luposello and AFSCME Area Director Bob McEnroe were among those who joined Millicent’s many Putnam County friends and co-workers to say goodbye after her 20-year career in the county’s probation department.

Mrs. Carr noted that Millicent, who was the Putnam County Local’s first woman president, also served as a member of the first Statewide Women’s Committee.

Mr. O’Connor presented her with a plaque, “in recognition and appreciation of valuable time and efforts expended in lending assistance to CSEA.”

Mr. Luposello commented that her influence, “will always be with us,” while Mr. McEnroe noted, “her legacy leaves the union better off.”

A letter from CSEA Statewide President William L. McGowan was read. It said, in part, “you will be missed by your many friends in CSEA.” Finally, the evening was climaxed by a poem, written especially for the occasion by Local member Doris Galvin, which concluded,

“Millicent was Putnam’s first woman president, She served her office well, We as county employees and union members, Have a lot to tell.

“So Millicent we all wish you the best, We all know that in our eyes you came out on top of this test.

“Good luck, good health, May all your dreams come true, And a very happy retirement, From all of us to you.”

CARMEL — The Putnam County Unit of CSEA Local 840 has its own poet laureate, and her name is Doris Galvin. The vivacious principal clerk has been writing poems for 10 or 15 years, (she doesn’t quite remember), never signs them, and does her best writing around 1:00 o’clock in the morning. And so whenever there’s a special occasion among her co-workers — the birth of a baby, a retirement, a special birthday — Doris goes to work.

The odds are she knows the person being honored, although she’s not shy about going out and getting additional details to give her writings a homely touch. Sometimes they flow easy; other times they take a bit more work, and require some rewriting.

Her services are always in demand, which can be expected when you work for the fastest growing county in New York State, and she muses, “they must like them, they keep asking me to write them.”

A recent example of Doris’ handiwork was the verses she composed for outgoing Local 840 president Millicent DeRosa’s retirement party. They were the hit of the evening.

Although she protests she’s not a poet, she freely admits that writing poetry is, “fun.” It’s also teamwork. Eileen Wilson, the county executive’s secretary, does the final printing on parchment while Caroline Wilson, who shares an office with Doris, does the “decorating.”

“I guess I enjoy doing it or I wouldn’t do it,” Doris says frankly, and then confesses that she prefers reading novels.

Nassau member drive

MINEOLA — Local 830 President Jerome Donahue has launched a recruitment drive in the Nassau County Board of Elections.

In the past, it was generally believed that employees of the Board of Elections, under the election law, were not eligible for union membership because they were exempt employees that could be hired and fired at will by Board Commissioners. Local 830, however, is challenging the contention that the Election Law supersedes the Civil Service and Taylor Laws.

“I have reviewed the PERB certification and determined that employees of the Board of Elections are eligible to join the union or pay a union shop fee,” Mr. Donahue said. “Of course, I am urging them to join the union so they will be able to vote and have input into decisions that affect the working conditions.”

Jose Sanchez, CSEA organizer, has been visiting the Board of Elections and recruiting employees at Mr. Donahue’s direction.

Mr. Donahue said that the CSEA plans to negotiate all terms and conditions of employment for Board of Election employees in the future.

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REVIEWING MEMBERSHIP CARDS after a morning visit to the Nassau City Board of Elections are, from left, Local 830 President Jerry Donahue, Field Rep. Jose Sanchez, First Vice President Rita Wallace, CSEA Administrative Assistant Nancy Hernandez, Field Rep. Rigo Predonzan and CSEA Administrative Assistant Dudley Kinsley.
CSEA members helping vets adjust to a past that is never far away and a future that’s one constant worry

By Daniel X. Campbell

ALBANY — “Just say, ‘Welcome home,’ that would be a great beginning.” Frank Merges said in a deep, emotional, baritone, explaining what could be done to aid the estimated 400,000 to 600,000 New York State Vietnam veterans who are still experiencing readjustment problems, employment problems and health problems for the conflict which ended nearly a decade ago.

Merges, who is vice president of Upstate Supply Support CSEA and Local 444 as well as a member of the CSEA Statewide Safety Committee, is involved with the fledging Vietnam Veterans of America organization. So too is Pat Finnegan, a Saratoga County CSEA Local member and a Vietnam veteran with extensive knowledge concerning health problems Vietnam veterans are now experiencing.

“We were the country’s best and brightest, when we got sent over to Nam. And in Nam, we were damn good soldiers. But coming home, now . . . we’re still not accepted,” Finnegan said.

Merges explained his involvement in both the CSEA Statewide Safety Committee and the new Veterans organization. “First I spent five months in Nam and five long months in a hospital recovering from my wound pain and managing first hand. So I am very concerned with job safety. The State of New York can put a dollar figure on a life, I can’t. And CSEA’s commitment to get OSHA coverage for public sector employees has made me very proud of my union,” he said.

Both public employees, one employed in a state situation, the other in a County position, agreed that OSHA was already having positive affects in their specific job locations. Finnegan says “OSHA is making a big improvement now and will make a bigger improvement in the future. We can see the difference in management’s attitude toward employee safety.”

Merges noted that while recent reports are bright about the future, statistics still indicate that public sector employment is still two and a half times as dangerous as employment in the private sector. “We must stay aware and keep pushing safety,” he said.

Both predicted that OSHA coverage and enforcement would cut into the statistical data shortly. “It took organization, planning and a lot of pressure to get OSHA off the drawing boards and into the work place.” Merges noted.

Leading into a discussion of the Vietnam Veterans of America, Merges said, “Right now we have five chapters in the state, come September we’ll have sixteen.” The Capital District Chapter is the coordinating group for the state, which Pat and I, and others in our organization, will be busy helping other Vietnam veterans get organized into a positive, action oriented organization just for the Vietnam vet.

Pat says, “We took care of each other over there, we’ll take care of each other over here.”

Frank Merges is involved in the employment assistance area for the new group. “The statistics concerning the Viet veteran are awful. We were the youngest volunteer, youngest draft group ever in a war. In World War II the average age was 20, we were 19. In WWII, the education level was mid-high school, same college we were high school grads, college students, college graduates, the best and the brightest, as the slogan goes,” Merges recalled.

But the statistics now are anything but bright. The Vietnam vets average age is now 36. “He has doubled the unemployment ratio of his age group, doubled the divorce rate, doubled the alcohol abuse/drug abuse rate, and unfortunately doubled the suicide rate,” Merges noted gravely.

Pat cut in, “When we came back, we couldn’t just return to the college campus like the Korean or WWII Vet did. We weren’t wanted there, we didn’t want to go there. We had to get our heads together and business was leary of the “Hire the Vet” policy. Once a prospective employer saw my discharge paper listing me as a ‘light weapons infantry man’ I was offered either a dishwashing job or laborer position; usually I was shown the door. What business wanted to hire a twenty-two year old with a war under his belt and a supposed chip on his shoulder?” Pat asked.

Merges relates a series of successes in New York State he attributes to Governor Hugh Carey. “Governor Carey has helped the Vietnam vet considerably in the public sector employment situation by signing an Executive Order which places Vietnam vets under Affirmative Action in New York State. This established ratios for both the disabled vet and the veteran of that conflict.”

Frank says, “It’s working in some ways. What we need is a Vietnam vet on every Affirmative Action committee, to make sure that the Governor’s Executive Order and not just plodding along while a capable individual who really wants a chance to work in the public sector is ignored.”

Frank explained that the biggest problem facing a Vietnam vet after finding a job is deteriorating health. “We dodged bombs, bullets, and rockets and didn’t really pay too much attention to the stuff that was being sprayed on the trees. Unfortunately that stuff is doing more damage to us and our children now than anyone could ever believe.”

Frank was blunt. “Some of our members have children born with no hands, just stumps; some have no ear drums. One family doesn’t have enough private funds to have all of the medical problems with their child diagnosed, they have spent $9,000.”

“Right now the VVA believes that the majority of Vietnam vets do not realize that by serving in Nam for any length of time from 1963 to 1975 that they were exposed to Agent Orange. This means to us that sometime in the future they may have to have medical treatment, care for that exposure. Employers have to realize this when they hire a Viet vet.” Frank notes.

Finnegan brought up a point, “We were sent over to Vietnam to protect the American way of life, American jobs, etc. Now it’s only fair that we be able to get some of the jobs we were sent to protect.”

Both men had high praise for New York State and Governor Carey in the area of Agent Orange, dioxin protection. “What is really scary about this whole thing is that while we were in Vietnam with Agent Orange, citizens in the States were using commercial sprays of the same chemicals for weed control. CSEA is aware of the problem public workers have had with toxic chemicals. Here, the Viet vets and the public employees problems are going to overlap. This is an area that CSEA is going to be concerned about and that the new VVA is going to be totally involved.”

“CSEA is a political power. The VVA has a Vietnam vets caucus in Congress already,” Merges stated. “In our VVA chapter, eight of fifteen Board members are public employees. We should be able to help each other out in the area of common concern and common need.”