"THE NEXT PRESIDENT OF THE UNITED STATES" — Walter F. Mondale is presented by AFSCME President Gerald W. McEntee to AFSCME delegates attending the union's 26th International Convention in San Francisco. More than 100 AFSCME members, including several from CSEA, will be among Mondale delegates at the Democratic National Convention.

CSEA DELEGATES HELP SHAPE THE FUTURE AT AFSCME'S CONVENTION

CONVENTION COVERAGE—PAGES 9-12
LEAP course helps stenographer cope with stress

ALBANY — Like many CSEA members, Veronica Carney has a job which can be very stressful at times. But unlike many, Carney, a senior stenographer in the Child Research and Study Center of the State University of New York at Albany and a member of Local 681, decided to do something about it. She decided to take a course on stress management at an area college. Along the way she discovered LEAP — CSEA’s Labor Education Action Program, which offers tuition-free courses and tuition reimbursement for CSEA-represented employees in the Administrative, Institutional and Operational Services bargaining units.

Through LEAP, Carney was able to take the 16-week course at Russell Sage College for free, paying only for her textbook.

“I heard about LEAP through some of my friends. I couldn’t believe the union would pay for the course. I was delighted they did. It really opened my eyes about CSEA, the fact that it cares about its members as people.”

In the course, Carney learned ways of controlling stress and using it to her advantage.

“The course helped me not just with my work but with my whole lifestyle,” she said.

Carney’s job involves helping SUNYA obtain grant money for the university’s ongoing research on children.

Says Carney: “If we’re successful the research continues and the people I work with continue working. If we’re not successful the research may stop and people may lose their jobs. So it can be very stressful.”

Each year, she said, the center obtains grants of between $60,000 and $80,000.

“But the pressure is still there, especially during the last week of the grant application process when everyone is up against strict deadlines.”

She said the course helped her recognize the importance of controlling stress before it controlled her.

“I used to be reluctant to take a break while working on a project with a close deadline,” she said. “But I’ve learned that by taking that break and just walking around my desk for five minutes I can return to my desk refreshed.”

Happy with the results of her course, Carney is now talking up LEAP to her fellow workers as a way to help enrich their lives personally and professionally through the multitude of course possibilities.

“We’re a small group here but I’m making sure the others get the news about CSEA and the LEAP program,” she says.
Union demands, and gets, free employee screening for effects of asbestos

NEW YORK CITY — More than 80 CSEA members have signed up for free chest X-rays offered by Kingsboro Psychiatric Center to detect any effects of asbestos.

At the demand of CSEA Local 402, the screening was made available to employees after maintenance workers at Kingsboro Psychiatric Center inadvertently discovered high levels of asbestos in several sub-basement locations in April.

According to Local 402 President Robert Nurse, initial testing by the National Institute of Occupational Safety and Health (NIOSH) has also revealed exposed asbestos in tunnel areas used by clients and employees during inclement weather, and in the basements of the Activities of Daily Living (ADL) Cottage 7 and the Central Medical Supply building.

Employees working in the supply building basement have recently been relocated, Nurse said, and the basement has been closed. Employees are not mandated to work in areas where exposed asbestos is present, he added, but will be supplied with masks, gowns and other protective gear if they choose to work in the contaminated area.

At the union's insistence, the facility has reduced the risk of disturbing asbestos by wrapping exposed areas, such as pipes, in plastic and sealing them with tape, Nurse noted.

"CSEA is closely monitoring the implementation of every short-term precautionary measure possible, and will be actively monitoring the progress of the long-term cleanup as well," said Nurse.

Bidding has begun to obtain a company to conduct the long-term cleanup.

State unveils new affirmative action strategy

ALBANY — A more diverse workforce which better represents the pool of available workers is the goal of an affirmative action strategy recently unveiled by state officials.

The strategy, developed by the governor's Executive Committee for Affirmative Action, establishes goals and timetables which state Human Rights Commissioner H. Carl McCall describes as "yardsticks by which we will measure the success of our affirmative action effort."

Computer-generated goals and timetables are set for 54 state agencies. Civil Service Commission President Karen Burstein stresses that they are "preliminary and baseline."

Goals are determined by comparing an agency's current workforce with the pool of available employees. If underutilization of protected class members is revealed, then a placement rate or guide to future appointments, including a timetable, is calculated.

Protected class employees include minorities, women, disabled persons and Vietnam-era veterans.

"The placement rates leave room for hiring those who do not fall into one of the protected classes. They do not mandate the hiring of one group at the exclusion of others. While realistically grounded on availability, the rates are sufficiently aggressive to allow real affirmative movement. They should be viewed as flexible moving targets," Burstein said.

She also gave an example of how the new strategy works. Burstein described a "hypothetical agency" where there is only one black female professional ($55,000 salary range) out of a total of 83 employees.

Availability data, however, reveals that the pool of black female professionals is 4.13 percent. Burstein explains: "Our hypothetical agency is therefore underutilizing black female professionals and is given a long-range goal of increasing their number by three. They are also given a placement rate and timetable to help them approach their goal."

Factors utilized to develop a workforce which fairly and freely taps the talents of employees include:

- current agency size and projected turnover rate so changes are made through attrition and promotion and not by displacing existing workers;
- availability of qualified protected class candidates within specific recruitment areas; and
- existing salary ranges within specific occupational categories.

'Study contract we've had in years'

Substantial increases for Sullivan employees

MONTICELLO — Sullivan County CSEA Unit employees recently ratified a three-year contract which grants them substantial increases in salary and benefits. The contract is retroactive to Jan. 1.

According to Unit President Walter Durkin, the approximately 650 employees will realize salary hikes of 7 percent or $850 in the first year, 6 percent or $750 in the second year and 5 percent or $650 in the third year.

The new contract also provides for a $50 upgrade in longevity payments; a $50 increase in uniform allowances; a 5 cents per hour increase in shift differential and two hour call-in for emergencies.

In addition, Metal Health Department and Social Services employees who carry beepers will receive compensatory time for each time they answer a call.

Durkin said there were also some changes in contract language regarding grievance procedure and conversion of vacation time.

Praising the work of "a wonderful negotiator," Durkin credited Collective Bargaining Specialist Joseph Reedy with "the best contract we've had in years."

Durkin also thanked the negotiating team for a "job well done." Serving on the negotiating team were Ross Roebuck, Linda Young, J.J. Limonti, Belle Cohen, Fran Thomas and Grant Maas.
Openings in eight state agencies for training positions

ALBANY — The New York State/CSEA Joint Apprenticeship Committee has announced 200 openings for apprentice training positions as stationary engineers, electricians and motor equipment mechanics.

Openings are in eight participating state agencies: Mental Health, Mental Retardation and Developmental Disabilities, Corrections, Parks, Recreation and Historic Preservation, Environmental Conservation, Transportation, Office of General Services and State University of New York.

Applicants must be at least 18 years old, possess a high school or equivalency diploma, be physically able to perform the work and have been an employee of a participating agency for at least 30 days. An aptitude test will also be administered by the New York State Job Service.

Applications are available at these locations:
- CSEA headquarters, regional and local offices;
- personnel and affirmative action offices of the eight participating agencies.

During each year of the three-year apprenticeships, trainees will receive 2,000 hours of on-the-job training as well as 200 hours of release-time classroom instruction. They will start at salary grade 6, advance two grades annually and end up as a grade 12.

Women and minorities are encouraged to apply. July 31 is the final day to submit applications.

For additional information, contact the Joint Apprenticeship Committee office at (518) 473-3483.

The committee was established as the result of the 1982-85 contract between CSEA and the Operational Services Unit.

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New law clarifies military leave

ALBANY — A new state law guarantees public employees their regular pay for 22 working days while on military leave.

CSEA lobbied for the legislation which was required after the state’s highest court ruled recently that the old law governing military leave provided calendar days instead of working days. The ruling has now been remedied with the passage of legislation giving employees on “ordered military leave” their regular pay up to 30 calendar days or 22 working days.

Legislation which would provide early retirement incentives for employees of local governments, including school districts, was passed this week by the state Assembly. The bill, which CSEA calls the union’s “number one priority” in this legislative session, was under consideration in the state Senate as this edition of The Public Sector went to press. The proposal is similar to a program last year which offered state employees an extra three years of pension credits as a bonus for retiring ahead of schedule. About 200 CSEA activists recently lobbied for the bill with legislators during a special lobby day program in Albany.

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Labor/management meeting centers on contracting out

ALBANY — CSEA and the Office of Mental Health held their quarterly labor-management meeting here recently. “The central topic was the contracting out by the state for private health care employees when a patient is hospitalized at a private facility and such care is needed,” reported James Cooney, CSEA collective bargaining specialist.

“We presented various alternatives to the situation and the state agreed to review our suggestions,” he said.

Tom Sharkey, associate commissioner of human resources management in OMH, and Phil Scott, director of employee relations, were among the management representatives who spoke at the meeting.

Members of the committee in attendance include Joe Polito, Joe Noya, Tony Bentivegna, Glenda Davis, Herrn Parson, Peg Buko-Farber, Cooney, Joel Swartz, chairman, Alexander Hogg, Earnest Punter, Floyd Payne, Hank Wagoner and Bud Mulchy.
HAPPY MOMENT — Committee Chairman Wayne Miller, front, holds daughter Loren, 4, as she snips ribbon to officially open Curtis Hall Child Care Center at St. Lawrence Psychiatric Center. Also taking part in the recent opening were, left to right, Mary Vossmer, Michele Morrison, center staff; George McCarthy, president of CSEA Local 423; Sue Twyman, center director; Dr. Lee Hanes, director of St. Lawrence PC; Jack Milnes, center board member; Fred Narrow, PEF board representative; Carol Fish and Terry Sarsfield, center board members; and Michelle McCormick, Empire State Day Care Center Inc. Back row are Deanne McClain and Kathy Schumann center staff members; and Ann Fortune and Lin Griffin, center board members.

Longtime dream realized for North Country working parents

PUZZLING PROJECT — Director Sue Twyman watches patiently as sisters Loren and Mary Jo Miller assemble a spelling puzzle. The two youngsters are among the 23 attending the new Curtis Hall Child Care Center on a full- or part-time basis.

CURTIS HALL DAY CARE CELEBRATES OFFICIAL OPENING

By Charles McGeeary
CSEA Communications Associate

OGdensburg — Years of planning and hard work finally paid off for a score of committee members and other concerned citizens when the Curtis Hall Child Care Center recently celebrated its grand opening on the campus of the St. Lawrence Psychiatric Center.

Although the center has been operating since last September, only recently was furnishing and decorating completed, center Director Sue Twyman said.

Curtis Hall is the latest in the growing number of statewide child care centers established through special state funding, the direct result of labor-management negotiations between the state and unions representing state employees – CSEA, PEF and AFSCME Council 82. Additional support and assistance came from members of St. Lawrence Psychiatric Center management and the Association for Neighborhood Rehabilitation, a local organization.

Wayne Miller, chairman of the Curtis Hall Board of Directors, said the program got started after a group of state employees began looking into ways to take advantage of state funds for such projects.

"While George McCarthy (CSEA Local 423 president), Dan Herzog, Carol Fish and I were doing the initial investigating and paperwork, Jack Milnes, executive director of the Association for Neighborhood Rehabilitation in Ogdensburg, was also working on a similar idea for low-income residents in the area who also needed low-cost child care for their children," Miller explained.

"They had the resources and skills, but lacked adequate financing to start a project. We discovered we needed each other," Miller added.

Combining the resources of both groups has apparently been successful. Although the child care center operates on the grounds of the state mental hygiene facility, the program also serves the children of parents who work elsewhere.

In a comment at the grand opening ceremonies, Director Twyman said Curtis Hall Child Care Inc. is the only full-day, year-round facility of its kind in the area. It has a license to serve up to 38 children, but is currently serving 23 youngsters of parents who work at St. Lawrence Psychiatric Center, Ogdensburg Correctional Facility, Hepburn hospital and employees of several private sector businesses and organizations in the Ogdensburg-St. Lawrence County area.

In crediting the many groups, organizations and private citizens for their help and support, Miller paid special tribute to Dr. Lee Hanes, director of St. Lawrence Psychiatric Center, who provided space for the center; Jack Milnes for the administrative skills of his neighborhood association; and Penny Armstrong, Jim Flounders and the other committee board members.

"The success of this child care project is the result of hard work by a lot of people. It became a reality through a total team effort. As a member of CSEA and a parent who will benefit from Curtis Hall, I want to express my sincere thanks and appreciation to everyone who took part in turning our dream into a reality," Miller said.
Cooperative effort main ingredient for positive labor-management relationship, unionists stress at gathering of mayors

By Anita Manley

CSEA Communications Associate

LIBERTY — Cooperation was stressed over and over again as the key ingredient to successful employer/employee relations during a presentation at the 75th annual New York State Conference of Mayors, held at Grossingers recently.

Presenting the employee/union perspective were CSEA Attorney Stephen Wiley and CSEA Collective Bargaining Specialist Danny Jinks.

ATTORNEY STEPHEN WILEY — "The attitude that we can't get together to work out our problems is a sign of institutional paranoia."

Urging municipal officials to take a supportive attitude toward public employees, Jinks emphasized that cooperation "is a move towards just and reasonable solutions to issues."

Pointing out that union-supported employee assistance programs, for instance, help resolve problems which contribute to poor work performance, Jinks told officials that employers and unions should seek solutions to problems without the use of discipline.

Addressing the issues of subcontracting, Jinks commented, "Public employers have the notion that they can believe financial problems by subcontracting." "There are alternatives," he said, "and we're willing to work with you to find them."

"Employers and unions must be willing to cooperate if both want to avoid chaos. Cooperation will allow for a mature and stable relationship," he concluded.

Wiley remarked that "the attitude that we can't get together to work out problems is a sign of institutional paranoia. There will always be areas of disagreement."

Wiley used as an example public employees' dissatisfaction with layoffs of New York state workers at the beginning of the Cuomo administration. "We felt this was treachery, but I think we feel a little more comfortable with Cuomo now."

"We realize we won't always agree with our boss," he said.

Wiley also blasted municipal officials who hire consultants to negotiate contracts with unions. "The trouble is," said Wiley, "the consultant doesn't really know the needs of the employer or the employee."

Wiley said he was pleased with health and safety programs that have been put into place for public employees, but urged municipalities to apply for and utilize funds that are included in the state budget for the purpose of correcting hazardous conditions. The problem is, said Wiley, a municipality must be cited in order to be eligible for the funds. While some lawmakers disagree with this requirement, it has yet to be addressed. But if the funds are not used, they will be reduced in the next budget, he pointed out.

Discussing the distribution of state funding, Wiley pointed out that the largest percentage of funding goes to education because it has such a strong lobby. He suggested that unions and municipal officials lobby together for their fair share.

White Plains employees OK contract

WHITE PLAINS — A year of negotiations has culminated in the ratification recently of a two-year contract for approximately 500 city employees.

According to Collective Bargaining Specialist Manny Vitale, the contract is retroactive to July 1, 1983. It provides for workers to receive wage increases of 4 percent, effective July 1, 1983; 3 percent as of Jan. 1, 1984; 3 percent as of July 1, 1984 and 4 percent effective Jan. 1, 1985 — all plus increments. For those not on the increment system, 1 percent of the total payroll has been applied to additional merit increases. All stipends were also increased by the same percentage.

In addition, the new contract provides for increases in the dental insurance program and night differential. City workers will also be issued uniforms.

ALBANY — CSEA is seeking qualified candidates for the position of Grant Developer and Program Analyst.

The headquarters post will be responsible for union positions and joint labor/management proposals and for preparing grant requests. Candidates must possess experience in preparation of grant proposals and researching grant sources. A bachelor's degree or several years of pertinent experience is required.

CSEA STAFF OPENINGS

CSEA'S DANNY JINKS — "There are alternatives, and we're willing to work with you to find them."
NEW YORK CITY — "Healthy," "productive," and "worthwhile" were just a few of many enthusiastic comments generated by an intensive labor-management grievance training workshop held here recently.

Coordinated and funded through CSEA, the Governor's Office of Employee Relations (GOER) and the Committee on the Work Environment and Productivity (CWEP), the statewide program covered all aspects of grievance procedure from causes to prevention and proper investigation to negotiation and problem-solving.

A number of participants cited the opportunity to meet with management and "act out" sample cases as one of the training's most valuable aspects.

"Any time you can sit down with management and see each other's perspectives in a neutral atmosphere, that is a healthy and progressive form of activity," said Local 406 President Mickey Cruz.

Chris Galtier, Local 446 grievance committee member and institutional representative, praised the program's content and the instructors from Cornell's New York State School of Industrial and Labor Relations (NYSSILR).

"As a result of the seminar, I was able to view a grievance from a number of different perspectives. The material was also well-prepared and presented in a way that made the information easily assimilated," she said. "I am looking forward to the follow-up."

The remaining sessions of the two-part program will concentrate largely on the early resolution of grievances. The schedule is as follows: Region II, July 11 and July 12; Region I, July 13; Region IV, July 2 and July 3.
While comparable worth has become a major rallying point by labor unions and other organizations interested in equity matters, it is clear that at least some key officials within the Reagan administration have different ideas about this important issue.

WASHINGTON — An election year gambit by Reagan appointees to pit “union against union” over pay equity issues in federal employment systems has been checkmated before a House Civil Service panel.

Testifying together, officials from several unions representing federal white and blue collar workers exposed and denounced the ploy. At issue in the hearing, which was called by Rep. Mary Rose Oakar (D-Ohio), chair of the House Post Office and Civil Service Subcommittee on Compensation and Employee Benefits, was a May 14 memo and a May 22 meeting staged by the Office of Personnel Management. Both focused on Oakar’s pay equity bill, which would require OPM to study and report on sex-based wage bias in federal pay structures.

The memo, written by James L. Byrnes, OPM’s deputy associate director for staffing, and sent to OPM Director Donald J. Devine, concluded that a “comparable worth” system will not work, but the “political possibilities of this situation should not be underestimated. A comparable worth study would immediately divide the white collar and blue collar unions.”

“Rather than allowing Oakar to manipulate the administration on the gender issue, we could create disorder within the Democratic House, pitting union against union and both against radical feminist groups.

“Byrnes said the memo was written after Devine requested that he come up with an “imaginative” memo on “policy options” for OPM on Oakar’s bill.

On May 16, two days after Byrnes’ memo, Devine invited predominantly blue collar federal unions to a meeting ostensibly on a plan to merge federal white and blue collar pay systems. Other federal unions found out about the meeting and asked to be included.

Instead of the expected discussion of blue-collar pay plans, union witnesses said, Devine made a slide presentation showing how, he said, Oakar’s bill would force him within seven months to merge now-separate blue and white collar pay systems, which he said would result in the down-grading of blue collar jobs.

Oakar also questioned whether anyone could have faith in an OPM study of sex discrimination in federal employment after Byrnes’ memo, which advocated slanting such a study for political purposes. In his present post, Byrnes would be in charge of overseeing pay equity studies for OPM.

A PHOTOGRAPHIC EXHIBIT entitled “At Work on the Canal” is currently on display in the Legislative Office Building of the State Capitol. CSEA Barge Canal Local 515 President Frank Zammiello Jr., second from left, recently visited the exhibit accompanied by, from left, Senator L. S. Riford, Assemblyman Anthony J. Casale, photographer Martin Zeek and Assemblyman Matthew J. Murphy.

CONCERN OVER the 524-mile State Barge Canal was expressed by State Sen. James Donovan, right, at a meeting recently with state officials and CSEA representatives. Donovan pledged to investigate mandated personnel levels and says he wants barge canal maintenance improved. Also taking part were, from left, Barge Canal Local 520 member Harold Reinhardt, Bill Alexander of the Bass Anglers Sportsmen’s Society, and Local 502 President Frank Zammiello Jr.

ALBANY—A decision CSEA won that school bus drivers cannot be forced to retire at age 65 is being appealed to the state’s highest court.

CSEA took up the issue after Abraham Ten Hoeve, a Dundee Central School District bus driver, was discharged when he reached 65 years old.

The union won rulings from the state Supreme Court, and later the appellate division, that mandatory retirement was “arbitrary and capricious,” unconstitutional and a violation of the Retirement and Social Security Law. Nevertheless, CSEA has now received word that the Court of Appeals has agreed to review the lower court decisions.
SAN FRANCISCO — “Politically, the challenge before us now is to elect Walter Mondale to the presidency of the United States and have Ronald Reagan return to this beautiful state of California for the rest of his life.”

Those words came in the opening State of the Union address of AFSCME President Gerald W. McEntee and set the mood for the union’s 26th International Convention held here June 18-22. It was a convention at which speakers reviewed the destructive impact of the Reagan administration and delegates passed resolutions calling for federal tax reform, an end to wage freezes, increased federal funding for education, and reductions in the military budget with guaranteed retaining for those affected.

“Pay equity, he added, “is the most important step forward by labor in this country in the last 20 years, and you — AFSCME — led the way.” McEntee also noted that AFSCME will send 100 delegates and alternates, “the largest number in the AFL-CIO,” to the Democratic National Convention.

“This is your union — the largest, the best, the most effective in the AFL-CIO,” he told conventioners.

During the weeklong event, several prominent public figures gave addresses reflecting the convention’s slogan — “AFSCME, Winning the Fight!” — which showed up on everything from buttons to hats to larger-than-life posters. Among those speakers were presidential hopeful Walter Mondale and Ed Asner, president of the Screen Actors Guild. (See stories on following pages.)

Sporting an AFSCME/Mondale button, Chicago Mayor Harold Washington called the assemblage of convention delegates “a warm-up for the Democratic National Convention.

“Reagan’s got the public relations,” he said. “But guess what? We’ve got the votes. And I think that’s what counts.”

Washington lashed out against many of Reagan’s policies, saying: “His plan for minorities is to get rid of the Voting Rights Act. He tells women it’s time to have children. He won’t support them but he wants to be the father of the country. He tells the poor to get a job.”

Speaker of the California Assembly Willie Brown Jr. also gave a speech that received a warm welcome from convention delegates.

“1984 presents a golden opportunity to do something about Ronald Reagan. And in 1984, the Democratic Party had better take a page out of AFSCME’s book — nominate a female vice president and go and beat Ronald Reagan,” said Brown.

Addressing delegates later in the convention, former South Dakota Senator George McGovern said, “This is a fateful election year because the man who is now in the White House is on a dangerously mistaken course both at home and abroad.”

The Democrats can win, he said, with “a candidate and platform based on strong, clear, common sense positions.”
I "A president who's in touch would know what's going on and would fight
our nation can't keep going along with a $200 billion deficit," Mondale said.
"I rather take a polluter to lunch than to court."

After being introduced by AFSCME President Gerald W. McGowan as "the
next president of the United States," Mondale made his first address before a
union body since having gone over the top in the number of delegates
needed to win the Democratic presidential nomination.

STANDING OVATION — AFSCME President McGowan rises to applaud
Walter Mondale's address before the 26th International Convention, then takes
the candidate's hand in a gesture of victory anticipating the November
presidential election.

The AFSCME crowd cheered loudly when the former vice president blast-
ed the failure of the present administration to uphold civil rights and to work
for women's equality.

"A president who's in touch would know that failure to enforce the civil rights
laws and瀏覽ing the Civil Rights Commission is no way to help America," said
Mondale. "I'm going to remove that crowd (the present commissioners) and
put in people who believe in decency and fairness for our country."

He added, to the obvious delight of delegates on the floor: "A president in
touch would know that women make up 51 percent of this nation and that they
want the Equal Rights Amendment passed."

Mondale lauded AFSCME for "up, fighting and leading" and
asked the union's help in the fight that is now before him.

"If we stand together, if you'll help, we'll win and we'll win big for the
people of our country," he said.

Ed Asner: On election day we plan to reclaim America

SAN FRANCISCO — Crediting AFSCME for
its willingness to "organize," "struggle," and
"sow the seeds of activism to reap a harvest of
human rights are alive and well in El Salvador," said Asner, who played "Lou
Grant" in the popular television series of a few years ago.

"There is no way to get around the fact that in
Central America our government is supporting
regimes antibacterial in every American ideal
except the unsullied guest for wealth. We are
supporting governments in which the oppression
of unions is commonplace, where torture and
assassinations of labor leaders is cliché."

But Asner's call for an end to the Reagan era
won him a standing ovation when he left the
podium.

"We have seen what Reagan and his minions
can do in four years — and we have no intention
of finding out the damage they can do in eight.
Today, and on election day, we plan to reclaim
our America and make it beautiful once more," said
Asner.

Ed Asner: 'On election day we plan to reclaim America'
CSEA out in front at PEOPLE Fun Run

SAN FRANCISCO — CSEA members finished up in good form at the second biennial Fun Run held here by PEOPLE, AFSCME's political action fund-raising committee.

CSEA's Penny Bush, a Region VI Wyoming County unit president, raised $620 through pledges for her participation. That was the second most money earned by a runner, right after Phyllis Zamarippa of Colorado Council 76 whose pledges totaled $678.

CSEA also was recognized for entering the second largest number of runners from among the AFSCME legislative districts; and for having the most dedicated runner — Joan Brower of Region V, who crossed the finish line late and tired saying, "I'd only do this for the union."

The three-mile run/walk was held at San Francisco's Marina Green near the Golden Gate Bridge. Eighty-three delegates and guests took part in the race which grossed $6,200 for PEOPLE.

Just missing a third-place citation among the male runners was CSEA Attorney James Roemer who ran the three-mile track in 19:56 minutes. Pacing first among men was Walter Edwards of Ohio with a time of 18:20. First among women was Kathy Fears of Texas who set a record-breaking time of 20:29.
Letchworth employees help send clients to camp this summer

Fund-raising campaign for Camp Kanawauke in full swing

Clifton Park — The Shenendehowa CSEA Unit and the Shenendehowa Central School Board of Education have announced the extension of their contract for two years, covering the period July 1, 1984 through June 30, 1986.

Salary increases each year will be developed using a portion of the cost of living with a minimum of 6 percent plus increment (approximately ¾ of a percent). Under the terms of the contract, total salary costs will increase each year by 65 percent of the first 10.25 percent increase in the cost of living, and by 50 percent of any increase in the consumer price index between 10.25 percent and 14 percent.

Salary negotiations will be reopened if the CPI exceeds 15 percent.

For employees within certain job classifications there will be a slight increase in uniform allowances along with the implementation of a program for prescription safety glasses. In addition, up to $1,000 will be budgeted each year by the district to provide tuition reimbursement for employees who enroll in and satisfactorily complete job-related courses when approved beforehand by the appropriate supervisor.

A "school district is more than students, teachers and administrators," said School Board President Linda Seymour. "Shenendehowa depends upon the support services of bus drivers, custodians, maintenance personnel, office staff, school nurses, cafeteria workers and teacher aides. I wish to thank CSEA for its professional negotiation of an equitable contract which will benefit its membership and our total school program."

CSEA Unit President Gene Rougie noted, "I am pleased that we have a two-year contract which not only maintains the integrity of our existing agreement, but also provides the membership with a reasonable salary increase."

Out-of-title work for teacher aides ruled illegal

Amsterdam — A complaint regarding out-of-title work filed by aides in the Greater Amsterdam School District has been upheld.

"It was clearly apparent that the teacher aides were being asked to type on a continual basis despite two admonishments by the local civil service commissioner against the illegal practice," CSEA Field Representative Joseph Bakarian said.

The court’s decision culminates a battle that began in July 1983 when the aides filed a complaint with Michael Greco, executive secretary of the municipal civil service commission.

The commission informed Amsterdam School Superintendent Daniel J. Greco that such use of teacher aides for typing was an illegal practice.

The district ignored the first and second letters from the commissioner. CSEA then brought the matter to the state Supreme Court. Attorney Dona Bullock of Roemer and Featherstonhaugh presented the case.

"Judge Dier’s decision is a major victory for our aides and shows the school administration that civil service law is to be obeyed, not ignored," Bakarian said.
ALBANY — If career advancement is on your mind and a civil service promotional exam is in your future, then CSEA has a lot of help to offer.

- Just released are the first two study booklets for political subdivision exams (see story and order form below), one for secretarial and typing series exams and one for the custodial series.
- Visually impaired individuals may now obtain tapes of five study booklets covering state civil service exam topics.
- In addition, the union is still making available to members a dozen self-study booklets covering a wide range of civil service exam areas and including scores of sample questions and practice tests (see order coupon on page 15.)
- And locals, units, and groups of CSEA members all over the state are still scheduling showings of the series of half-hour videotape presentations designed to improve test-taking skills.

Stories on these pages detail the tools designed to help CSEA members perform well on civil service exams, and order blanks make it easy to order study materials.

Materials and additional information are available through CSEA's Education and Training Department and were developed through the Cornell University School of Industrial and Labor Relations. Materials relating to New York state exams were funded through CWEP, the joint CSEA/NYS Committee on the Work Environment and Productivity.

Union meets demand for more

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Stories on these pages detail the tools designed to help CSEA members perform well on civil service exams, and order blanks make it easy to order study materials.

Materials and additional information are available through CSEA’s Education and Training Department and were developed through the Cornell University School of Industrial and Labor Relations. Materials relating to New York state exams were funded through CWEP, the joint CSEA/NYS Committee on the Work Environment and Productivity.

PREP BOOKLETS NOW AVAILABLE FOR POLITICAL SUBDIVISIONS

ALBANY — Planning to take a city or county civil service exam for a secretarial position? Or perhaps a custodial exam for a position with a school district or town?

CSEA is now making available two booklets which can help improve your test scores and get you that new job. The new secretarial and typing series and custodial series study booklets for local government exams came in response to a tremendous demand from the union’s members who work for political subdivisions.

As CSEA Education and Training Director Sally Bouton explains: “CSEA had used a CWEP grant two years ago to create a series of booklets and videotapes which focused on New York state promotional exams. Although many of these materials were, and still are, very appropriate study items for local government exams, there was still a feeling from CSEA’s Local Government Executive Committee that there was a need for specially prepared materials for exams in counties, cities, school districts and so forth.”

So the Education and Training Department went back to Cornell’s School of Industrial and Labor Relations, which had prepared the original study booklets for the CWEP-funded project, and asked them to develop a study series for local government and school district exams.

Now available are the first two booklets.

Booklet 1: Secretarial and Typing Series for Counties, Municipalities and Non-Teaching School District Personnel. This booklet contains review work in the areas of supervision, secretarial and typing practices, spelling, punctuation and capitalization and usage. It is designed for promotional exams for Senior Typist, Senior Steno, Principal Steno, Principal Typist, Clerk II with Typing, Clerk III with Typing and Senior School Secretary.

Booklet 2: Custodial Series for Counties, Municipalities, and Non-Teaching School District Personnel. This booklet contains review work in supervision, building cleaning, building operations and maintenance and in ability to read and follow written instructions. It is designed for those taking promotional examinations in the custodial series.

By the end of the summer, CSEA will be ready to distribute three more booklets for the account clerk series, social welfare examination series and case worker series. Two additional booklets will follow later in the year.

“There was a feeling from CSEA’s Local Government Executive Committee that there was a need for specially prepared materials for exams in counties, cities, school districts and so forth.”

—Sally Bouton

CSEA EDUCATION AND TRAINING DIRECTOR

SALLY BOUTON

“I’d like to emphasize that the 12 booklets developed for the state exams are recommended in many cases for those preparing for local government exams,” Bouton said. “Booklets on basic math, preparing written material, supervision and how to take an oral exam, for example, are very helpful in a wide variety of test situations.”

Booklets in the CSEA series are available through the Education and Training Department at a cost of $1.50 each, including postage. To order, use the convenient coupon below.

ORDER TODAY

CIVIL SERVICE EMPLOYEES ASSOCIATION

ATTN: EDUCATION DEPARTMENT

33 ELK STREET

ALBANY, N.Y. 12207

Please send me the booklet(s) indicated. I understand the price is $1.50 (includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for $ to cover the cost of this order.

| Secretarial and Typing Series for Counties, Municipalities and Non-Teaching School District Personnel |
| Custodial Series for Counties, Municipalities and Non-Teaching School District Personnel |

Please send booklet(s) to:

Name __________

City ________ State/ZIP __________

Social Security# ________ CSEA Local ________

Employer __________

Please note: Non-CSEA members can obtain the same material directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, N.Y. 12207.
exam improvement materials

Five study guides on tape for visually impaired

Successfully taking a civil service promotional exam is difficult in the best of circumstances. The difficulty is multiplied for those test-takers who are blind or visually impaired.

“When we began making study booklets available last year, we received some queries from visually impaired CSEA members who wanted to know if we could provide study materials they could use,” said CSEA Education and Training Specialist Anne Bryant.

“We immediately set to work to find organizations that tape materials for the visually impaired and to do all the complicated work of annotating and editing our booklets for the readers who would do the taping.”

Six months later, five study booklets are on tape and ready to be distributed to visually impaired CSEA members. Topics covered in the tapes are:

- Arithmetic Reasoning
- Understanding and Interpreting Written Material
- Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled
- How to Take an Oral Exam
- Evaluating Conclusions in the Light of Known Facts

“At this point, we don’t know how many CSEA members are visually impaired and would like to use our taped study materials,” Bryant said. “But we hope that the word will get out through the membership so that those who need this assistance can take advantage of it.”

Plans call for additional booklets in the exam study series to be taped later this summer.

For additional information on these study materials for the blind and visually impaired, contact the Education and Training Department at CSEA Headquarters, 33 Elk Street, Albany N.Y. 12207. The phone number is (518) 434-0191.

Variety of self-study tools can help members get in mental shape for promotional tests, career advancement

Videotape series available through regional offices

ALBANY — If you’re serious about improving your performance on civil service promotional examinations, plan to spend some time this summer in front of a television set. Not watching reruns, but viewing a four-part videotape series available through CSEA.

The four half-hour programs cover in general terms how to prepare for a civil service promotional exam. Special attention is paid to preparing for an oral examination and for the math portion of the tests. Emphasis is also placed on fear of test-taking, and the programs provide helpful confidence-building techniques.

The content is general enough to be applicable for almost any test situation, not just state civil service exams.

CSEA regional offices have copies of the videotapes and frequently arrange showings for locals, units or other interested groups of members. In addition, many locals have obtained their own copies and make them available to their members. So contact your local president or region office for additional information.

CSEA's self-study booklets for New York state promotional exams are two years old now and as popular as when they first came out. Many of these materials are also helpful to those members preparing for local government exams. Booklets in the series are available through the union’s Education and Training Department. To order, use the coupon below.

ORDER TODAY

CIVIL SERVICE EMPLOYEES ASSOCIATION
ATTN: EDUCATION DEPARTMENT
33 ELK STREET
ALBANY, N.Y. 12207

Please send me the booklet(s) indicated. I understand the price is $1.50 (includes postage) for EACH booklet ordered. I have enclosed a check or money order, payable to CSEA, for $ to cover the cost of this order.

Basic Math
Arithmetic Reasoning
Understanding and Interpreting Tabular Material
Understanding and Interpreting Written Material
Preparing Written Material
Supervision
Purchasing and Payroll Practices
Basic Algebra
Concepts and Principles of Normalization for the Mentally Retarded/Developmentally Disabled: Therapeutic Approaches
Principles and Practices in the Treatment of the Mentally Ill/Emotionally Disturbed
How to Take an Oral Exam
Evaluating Conclusions in the Light of Known Facts

Please send booklet(s) to:
Name
Address
City State/Zip
Social Security# CSEA Local
Employer

Please note: Non-CSEA members can obtain the same material directly from Cornell University at the same price by contacting: Cornell ILR, 112 State Street, Suite 1200, Albany, N.Y. 12207
RYE BROOK — “Beware the Union buster” was the message delivered by Bernard Flaherty during a workshop at the Major Weekend held recently in Region III at the Arrowwood of Westchester.

Flaherty, a labor relations specialist with Cornell University, told CSEA activists that a number of “sophisticated, well-organized and aggressive” conservative organizations have been able to raise tremendous amounts of monies which are contributed to political candidates and lawmakers who are anti-union.

“Knowing the enemy is the first step in dealing with any threat,” said Flaherty who warned that there are numerous right-wing, corporate and industry political action committees. Some of these groups include the National Right to Work Committee, the National Conservative Political Action Committee, Americas Against Union Control of Government, Committee for Survival of a Free Congress, the Heritage Foundation, Young Americans for Freedom, Christian Voice, the Moral Majority, to name just a few.

Flaherty said the topic of agency shop usually leads to a “major battle” in the Legislature when lobbyists direct their efforts toward the repeal of the agency shop rule. Most labor legislation is safe, said Flaherty. The exception is agency shop, which becomes a volatile issue.

Closer to home, union busting is prevalent in municipalities and in school districts where law firms and professional union busters are utilized during organizing and decertification campaigns.

Other workshops held during the weekend included Resources/Know Your Union, Public Sector Law, Parliamentary Procedure and Labor History.

**Region III’s Major Weekend**

CSEA ATTORNEY William Wallens conducts workshop dealing with disciplinary procedure during recent Region III Major Weekend.

EDUCATION COMMITTEE co-chairperson Susan Wein and committee member Sarah Jackson answer questions during recent Region III program.

REGION III OSHA SPECIALIST Linda Siccardi, center, staffed a health and safety exhibit during the weekend program. Discussing health and safety concerns are Bob Quicksell, an employee of the City of Newburgh and a member of the Region III OSHA Committee, and Paula Gustout of Ulster County CSEA Local 856.

WESTCHESTER COUNTY Executive Andrew O’Rourke spoke to CSEA Region III members during Major Weekend program, and pledged continued support of public employees.
Kirkland tells Democrats to build party platform on a full employment base

American workers are looking to the Democratic Party to restore faith in their government as an instrument for the advancement of all the people. They look to the Democratic Party to reaffirm its historic commitment to equal rights and equal opportunity through a platform that calls for jobs and fairness and looks to the future. Democrats must stand for a massive reinvestment in America — in our human resources and in our decaying infrastructure. Let others rant about “getting government off our backs.” Such demagogery will not build a single classroom, retrain a single worker, repair a single rotting bridge, or take us one step closer to security in a dangerous world.

Life in America revolves around work. Exactly as a good job is the foundation of a good life, full employment is the foundation of a good society, the key to stable family life, wholesome neighborhoods, and a self-reliant citizenry.

We propose, therefore, that full employment should be not a plank but the foundation of the 1984 Democratic platform.

In industry after industry, the ‘Made in USA’ label has become increasingly rare in our own nation. But the administration sees a silver lining: because multinational corporations have shipped America’s productive capacity overseas; because business bankruptcies are mounting; because 8 million Americans are unemployed and paychecks are shrinking, we have a lower inflation rate than we might otherwise have had. But what a price we have paid. Massive unemployment has taken a heavy toll on the working middle class. Working families have always supposed that life would be better for their children. Now they are not sure.

Many have had to defer or cancel plans for their children’s college education. Young families have given up the dream of home ownership. Many have lost confidence that, if they work hard and faithfully, their jobs will be secure. Many feel that their contributions to our economic life are becoming irrelevant.

The Democratic Party must speak to their needs if it is to win in November. This country needs basic manufacturing industries, the most efficient and most competitive.

We need a reasoned industrial policy, incorporating the views of labor, management, government and the public, dedicated to making the most of the nation’s physical and human resources.

We need a trade policy which insists that all nations play by the same rules.

We must halt the flow of ‘supply-side’ giveaways to corporations which were supposed to invest in jobs-producing industry but instead used their booty to buy and sell each other in an orgy of corporate cannibalism.

We believe in a strong national defense — with the answer to ‘how strong’ derived from the international commitments we have made and from the magnitude of the forces arrayed in opposition to us.

‘Life in America revolves around work. Exactly as a good job is the foundation of a good life, full employment is the foundation of a good society, the key to stable family life, wholesome neighborhoods, and a self-reliant citizenry’.

The Reagan administration, by financing its defense buildup through massive cuts in social spending, has placed the burden of defense on working people, the poor, and others least able to bear it, while exempting the most privileged among us from sacrifice.

This is not only unfair; it threatens to destroy the consensus for a strong national defense that this administration exploited in its quest for power.

Fairness is a central issue in the elections of 1984.

Fairness requires that the next Democratic administration return the agencies of government to their proper functions, and restore the humane and necessary programs that have been dissolving.

American working men and women are looking to the Democratic Party to put their government back in the business of fighting discrimination and poverty.

That calls for party passage and ratification of the Equal Rights Amendment and for enactment of federal legislation promoting wage equity and equal pay for comparable work.

Although the American labor movement is the property of no party, we know that most workers have historically looked to the Democratic Party for a government that is responsive to their deepest concerns. And we know that their support has been essential to every Democratic victory in modern times.

In advancing these platform proposals, the AFL-CIO calls upon the Democratic Party to continue and to deepen its role as a party of working men and women, and thereby to enhance its own prospects, and advance the nation’s in November.

Center for Women recipient of big foundation grant

ALBANY — The Center for Women in Government has been awarded $250,000 in continued general support by the Ford Foundation, it has been announced by Secretary of State Gail S. Shaffer, the Center’s board president.

“This is the third general support grant the Ford Foundation has provided since the Center was founded,” Shaffer said. “We are especially pleased with this two-year grant because it affirms the substance and overall direction of our programs.”

The Center was founded in January 1978 to fight barriers to the employment and promotion of women in New York state government. Since then the Center has expanded its programs substantially to encompass employment concerns of minorities. At the same time, the Center has become involved at the New York City level and in jurisdictions outside the state.

Center programs include research, pilot projects to implement research findings, training, technical assistance and public education on a wide range of women’s issues.

Nancy D. Perlman, executive director and a Center founder, said the Center has been providing training and technical assistance around the country, especially in the fields of comparable worth (equal pay for similar jobs of similar value) and sexual harassment prevention.
Metro Region II workshop explores variety of topics

AFSCME AREA DIRECTOR Steve Fantauzzo explained how AFSCME and CSEA interface to members attending Region II workshop program.

ORGANIZING STRATEGY was topic of workshop discussion conducted by CSEA Organizer Martin Blumstein.

KERHONKSON — A wide variety of topics, including political action, employee rights, time management, and helping the displaced employee combined to attract an excellent attendance at the Metropolitan Region II education and training workshops program held here recently.

THESE CSEA REGION II MEMBERS, below, were among excellent crowd registered for region's recent education and training workshop program.

CSEA FIELD REP Larry Borst discusses the importance of knowing your rights as a public employee and as a union member.
CSEA EXECUTIVE VICE PRESIDENT Joseph E. McDermott and outgoing Region II President Brenda Nichols observe one of the many workshops conducted.

EMPLOYEE BENEFIT FUND (EBF) information table was one of several such tables displayed for members during workshop programs. Here, Long Island Region I President Danny Donohue, left, accepts literature from EBF Director of Marketing and Communications Jase McGraw. At right is CSEA statewide Treasurer Barbara Fauser.

WORKSHOP DEALING with CSEA's Employee Assistance Program was conducted by CSEA Region III EAP Coordinator Essie Greene, above.

NEW YORK CITY LOCAL 010 Treasurer Elliot Bernstein, above, stops by table sponsored by Committee on Work Environment and Productivity. At right, two members participate in one of several workshop sessions.
POLITICAL ACTION

FOR PUBLIC EMPLOYEES, IT'S LIKE

ELECTING YOUR OWN BOSS

BATAVIA — Public employees have a special need to be concerned and involved in political action regarding elections and issues of public concern.

Region VI political action committee members recently reviewed the needs for continued involvement by those already active, and made plans for development of more CSEA member awareness of the political action arena.

"Continued involvement by our membership is important because we will help elect people who not only govern us," said co-chairperson Florence Tripi, "but also will be, in effect, our bosses."

Tripi and Region VI President Robert L. Lattimer said it is sometimes necessary for public employees to put aside their personal political preferences in an election.

"We should elect officials who will take public employee issues into consideration," said Tripi.

The conference also received an in-depth accounting of CSEA's still-growing history of political action, as well as the internal structure in Albany that meshes with local and regional PACs.

PAC members Barbara Justinger of Local 815 and Thomas Warzel of Local 602 outlined the nuts and bolts of starting a local PAC and interviewing political candidates prior to CSEA endorsement.

Union political involvement, especially by CSEA, was important in the election of Gov. Mario Cuomo, the conference leaders said.

"We have earned recognition of our political clout. Our influence can only grow if we stick together as a union, and continue sharpening our political action skills."

DEFEATING CALIFORNIA RON REAGAN in 1984 is one of the leading objectives of organized labor. That effort begins through political action at the local and state level and reaches into the national political scene. For instance, local political action by union activists helped elect several CSEA officials and members as delegates and alternates to the upcoming Democratic National Convention, where they will help select the party candidate to oppose Reagan in November. The CSEA delegates will join the more than 100 AFSCME members nationwide who also won election as delegates and alternates to the national convention. And labor's choice, Walter F. Mondale, last week addressed AFSCME's 26th international convention (see pages 9-12).

CSEA and AFSCME put together a strong political action campaign which helped Mondale win the New York state primary earlier this year. The Public Sector's award winning cartoonist, Ralph Distin, drew this parody of current ads for the hit movie "Indiana Jones."