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**CSEA demands halting MH job freeze; state agrees, will fill 1700 jobs**

ALBANY — The State of New York has agreed to a demand by CSEA to immediately end a hiring freeze and fill 1,700 jobs in the Office of Mental Health (OMH) and the Office of Mental Retardation and Developmental Disabilities (OMRDD).

On August 25, CSEA President William L. McGowan had demanded an end to the job freeze that has created critical understaffing in state psychiatric and developmental centers. Meyer S. Frucher, Director of the Governor’s Office of Employee Relations, has since informed CSEA that the freeze was lifted and the state will move immediately to fill 1,700 jobs in OMH and OMRDD.

“This union was the first to denounce the 1980-81 state budget as grossly inadequate to meet the needs of the people of this state and most particularly those handicapped and elderly people who depend upon public services,” said McGowan. “The chaos created in the mental health system during the past ten months and the decision to end the hiring freeze are proof that our position was correct.”

CSEA represents about 40,000 employees in state institutions and community-based support services in OMH and OMRDD. In his demand for an end to the freeze, President McGowan told Frucher that conditions in state institutions were becoming deplorable as a result of understaffing and patient care.

“Direct care employees in OMH and OMRDD are the backbone of the state’s mental health system,” McGowan said. “We have seen just how critical these people are in the last ten months when positions weren’t filled and conditions deteriorated. Our members work every day to care for these people and society cannot deal with normally. It’s a tragedy that the only way to teach this lesson is by creating chaos in our institutions through inadequate funding and understaffing. We hope this lesson won’t be forgotten in the next political battle for a state budget.”

“CSEA,” the state’s mental health system for many years. Two years ago in response to constant criticism of its policies and the scandal of dumping in which mentally handicapped patients were discharged haphazardly from institutions, the state outlined a new mental health policy in what has come to be known as the Morgado Agreement. Robert J. Morgado, secretary to the Governor, delineated this policy in a June 15, 1978 memorandum to state Budget Director Howard Miller and the Commissioners of Mental Hygiene and Mental Retardation. It established "staff to patient ratios" of one staff member for every patient in Mental Health facilities and 1.78 staff members for every client in Mental Retardation facilities by the end of fiscal 1981-82. The hiring freeze and resulting understaffing violated that policy agreement.

Responding to President McGowan’s demand to end the freeze, both OER Director Frucher and Budget Director Miller agreed to end the hiring embargo, “backfill” 1,700 jobs and again declared that the staffing goals of the Morgado Agreement shall remain the policy of the State of New York. For far too many years, this state literally had no overall policy for its mental health system and our patients suffered for that failure,” concluded President McGowan. "There is still a lot wrong with this system, but the Morgado Agreement represented a major stride in coming to grips with these problems. I am gratified that the Administration has accepted our demand for an end to the present understaffing crisis and has reiterated its intention to retain a policy that should make life a great deal better for thousands of mentally handicapped people.”

**A positive step, but final answer lies in Morgado Agreement goals**

The chairman of CSEA’s Mental Hygiene Committee, Danny Donohue, called the lifting of the hiring freeze “a significant, positive step” toward diminishing what he described as “hell in our institutions” due to shortages, but said the final solution lies in living up to the Morgado Agreement.

Donohue, who is also president of CSEA’s Long Island Region 1, issued the following statement:

“The filling of 1,700 vacant items is a significant, positive step toward our goal, but the governor and the Division of the Budget must remember that the goal is the staffing levels outlined in the Morgado Agreement.

The past months have been hell in our institutions, but these 1,700 jobs aren’t the final answer. I’m gratified that the freeze has been lifted, but I am even more pleased by the renewed assurances of Mr. Frucher and Dr. Miller that the Morgado Agreement is still alive.”
Delegates to consider endorsement of Carter

(Continued from page 1) motions of AFSCME and the AFL-CIO, upon careful review of the record and an analysis of the statements of the candidates, the Political Action Committee agrees with the concerns of our sister unions that an endorsement of President Carter and Vice President Mondale are in the best interests of our members, our union and all working people in the United States.

CSEA President McGowan abstained from voting with the International Executive Board of AFSCME to endorse President Carter citing the pending action of the Political Action Committee and the union's Delegates. He said following the announcement that he will support the decision of the Delegates and urged them to give full consideration to the recommendation of the union's PAC.

The Committee also voted last Friday to defer action on a recommendation for a CSEA endorsement in the U.S. Senate race for New York State. It is expected that the Committee will meet again to decide that issue prior to the national’s Convention in June.

Another important question to be resolved in Niagara Falls is the election of a CSEA International Vice President to AFSCME's International Executive Board to fill the vacancy created by the death of CSEA Region One President Irving Flumenbaum.

CSEA's two representatives to the IEB were elected by CSEA's elected delegates to the International's Convention in Anaheim, California in June. AFSCME's Constitution provides the mechanisms for a new election to fill the vacancy.

James Roemer, CSEA's Chief Political Officer, explains that as a result of a review of the procedures for such elections, the 223 CSEA delegates to the International's Convention will meet at Niagara Falls on Tuesday, September 30, to elect a new representative to join President McGowan on AFSCME's International Executive Board.

As the result of technical provisions of the AFSCME Constitution, CSEA's Delegates will meet on Monday morning, September 29, to consider a resolution to empower the election of a new International Vice President. While CSEA rank and file members did elect all 223 delegates to the International's Convention in June, the vote of the CSEA Delegates to the Niagara Falls Convention will be required to authorize this election procedure.

Grievance won on overtime meal allowances

MANHATTAN — About 130 Manhattan Psychiatric Center workers, members of CSEA Local 413, will be getting an addition to their paycheck as a result of a favorable grievance decision concerning overtime meal allowances.

Many plumbers, tin smiths, carpenters, general mechanics, macons, electricians and other hourly and salaried employees at the facility will be receiving from $10.50 to $217 in back overtime meal allowances.

But the grievance decision did not come easily. During second-step hearings, Mohamed Hussain, grievance chairman for the Local, reportedly was threatened physically by a Manhattan Psychiatric Center administrator if he pursued the grievance.

The workers had been denied meal expenses granted in their contract if they work overtime, despite contract provisions which provide for the payment.

The contract states: "When it is necessary and in the best interest of the state for employees to work overtime, a sum of $3.50 per meal will be allowed, including tips."

Local President Ismael Lopez said: "The reason administrators attempted to play games with the already earned meal money of 130 CSEA members was to make the budget of the Support Services Department, which the workers are assigned to, look good to top level management. It's just not decent to take the hard earned money of the people who keep Psychiatric Center running, in an attempt to make budgets look good on paper."

Television editorial irks Region President Lattimer; sets the record straight

BUFFALO — Western Region VI President Robert Lattimer took to the television airwaves recently to defend CSEA members from a TV editorial slur against "public employees" and asserted their rights to Social Security benefits.

Lattimer was responding to a WIVB-TV (Channel 4, Buffalo) editorial which, in part, claimed that "public employees end up collecting without paying in over the years... everyone else pays into Social Security, but not "public employees.""

Lattimer blasted the vague allusion to "public employees" as a "lumping together of all publicly employed workers into a group seemingly seeking unearned benefits" and reeled off a list of facts in defense of the $250,000 CSEA membership roll which includes city, town, village, school district and state employees.

Among other facts, he cited the overwhelming majority of counties, municipalities and subdivisions in New York state that are contributing over $1.6 billion annually in employee-employer contributions, which makes this state's input higher than any other.

He concluded, with the editorial's assessment concerning the Social Security fund's steadily dwindling possibilities as a retirement base, but asserted these problems "are not the fault of the thousands of hard-working CSEA public employees in New York City and State who are paying their fair share and are entitled to the same Social Security benefits as are other working citizens."

Lattimer's forceful appearance should serve as evidence to all concerned that the CSEA leadership will not stand idly by while the ill-guided or misinformed take unwarranted potshots at the CSEA's hardworking membership.

Calendar of EVENTS

September

17—Buffalo Local 003, general membership meeting, 5:30 p.m., new Buffalo Hilton on the waterfront.

18—Region III Executive Committee meeting, Holiday Inn, Fishkill, 7:45 p.m.

18—Region V Political Action Coalition "meet the candidates night," Sheraton Motor Inn, Liverpool, 7 p.m.

18—Local 335 all-holiday dinner dance, Town and Country Restaurant, Walden and Union Road, Cheektowaga. Cocktails 6:30 p.m., dinner 7:30 p.m.

18—Manhattan Developmental Center employee recognition banquet, 6-10 p.m., State Office Bldg., 125th Street.

19—Binghamton City Local 002, general membership meeting, First Ward Legion, 7:30 p.m.

19—Region VI meeting, Sheraton Inn East, Walden Avenue, Buffalo.

20—Hudson Valley Armory Employees Local 252, Annual Banquet and Awards Dinner, Coppi II restaurant, 152 Washington Street, Peekskill, New York 8:00 p.m.

20—Local 550 picnic, Applewood, Highland.

21—Local 332 Labor Department-Buffalo District "Get Involved Nite" membership meeting, Continental Restaurant, 212 Franklin Street, Buffalo, 6 p.m.

21—Region III Delegates meeting, Holiday Inn, Newburgh, 7:45 p.m.

21—Binghamton City Local 002 fall dinner dance, Grange Hall, Endicott, 3:00 p.m.

October

4—"Run for your Health" road race, 10 a.m., Central Islip Psychiatric Center, Central Islip.

16—Saratoga County Local 846 Shop Stewards meeting, Solar Building, Ballston Spa, 5 p.m.

17—Nassau County Local 830 annual dinner dance, Salisbury Inn, Eisenhower Park, East Meadow.

20—Saratoga County Local 846 Executive Board meeting, Solar Building, Ballston Spa, 7 p.m.

23—Saratoga County Local 846 general membership meeting, Solar Building, Ballston Spa, 7:30 p.m.

24—Wheatfield County Local 860 annual dinner-dance, 8 p.m., Colony Club, New Rochelle.
NEW YORK CITY — Providing proper representation for the widely scattered 7,500 New York State employees represented by CSEA New York City Local 010 under the best of circumstances would be a difficult job, Local 010 President Joseph Johnson says.

However, with the membership of the local spread throughout the state of New York, Local 010 is attempting to greatly improve the representation and service to the persons represented by the local through the unitization of the local, Johnson said.

He said the local is in the process of organizing more than 50 units with approximately 30 units expected to be organized later this year.

Johnson explained the special nature of his local as follows:

— Local 010 is the largest CSEA State Division local, representing 7,500 employees of which more than 5,600 are CSEA members.
— Local 010 is the only State Division local with members in all four bargaining units — Administration, Institutional, Judicial and Operational.
— The membership works in 66 separate agencies of New York State government.
— There are well in excess of 300 sites where Local 010 members work including a number of unknown work sites.
— Most of the Local 010 members work in New York City and in Nassau, Suffolk, Westchester and Rockland counties — all of Regions I and II and part of Region III.
— Local 010 represents the employees of the First and Second State Judicial Departments which cover all of Regions I, II and III except for Sullivan and Ulster counties.
— There also are an unknown number of other State employees scattered all over New York State represented by Local 010.

To overcome these problems, Johnson and his officers have met with the CSEA statewide Charter and Election committees and with the CSEA law firm to workout a plan for unitizing the local, Johnson said. Some of the aspects of that plan, as explained by Johnson, are:

• Ultimately there will be more than 50 units in the local.
• At least 30 units hopefully will be in operation by Nov. 1, 1980.
• Local 010 will provide each unit with a small treasury, and each unit will receive a 25 percent rebate from the local.
• Each unit will be required to hold meetings during the work day twice a month to bring the union closer to the members.
• The Local 010 Executive Committee will consist of the local's elected officers and the elected unit presidents or some other elected unit representatives.
• The present Local 010 Executive Committee will be replaced by the new committee once the units are functioning.
• The officers of the new units will serve approximately one-year terms to align the terms of office with the Model Unit Constitution.
• For the initial shortened terms, the Local 010 president will appoint the officers if there is only one candidate for a position.
• The units will allow the local to give the representation to the members of which they deserve and are entitled to,” Johnson said. He said the units will be aided by a new grievance representative system, under grievance chairman Edward Satran which already has 150 reps in place in 30 of the 66 agencies.

Information on the new units is available through the grievance reps. If a Local 010 member does not have a grievance rep, a call to the local office, (212) 625-2008, will supply the information.

Once your unit is identified, members wishing to run for office should write a letter requesting a place on the ballot (president, vice president, secretary or treasurer) to: Helen B. Kennedy, Chairperson, Nominating Committee, New York City Local 010, CSEA, 16 Court Street, Brooklyn, N.Y. 11241.

Johnson, realizing that many members interested in holding unit office might not feel they have the qualifications, is working with CSEA headquarters and with Region II in planning three separate training sessions for president and vice president, for secretary, and for treasurer.

NEW YORK CITY LOCAL 010's plans for unitization are discussed by, from left, Edward Satran, Local 010 grievance chairman; Anthony Vericella, special assistant to Local 010 President Joseph Johnson; and Al Sundmark, CSEA field representative.

**PERB orders Albany Social Services to promise in writing they won't threaten grieving employees**

**ALBANY — A Public Employment Relations Board arbitrator made the Albany County Department of Social Services management promise in writing that it would not threaten reprisals against employees for filing grievances after the Civil Service Employees Assn. complained in an improper practice charge that it had done so on at least two occasions.**

In June, then president of the Albany County Social Services unit CSEA, Frank Lawrence, told the arbitrator that case planner Nancy Bell was demoted and her unit disbanded after she refused to revoke a grievance seeking a promotion to case supervisor B, a position which was denied to her despite the fact that she met the educational and experience requirements.

In this case, PERB also ordered DSS management to pay Ms. Bell for doing the work of a supervisor for several weeks.

Another employee was told that never again would department employees be given unscheduled holidays, such as Good Friday, off if he did not retract a grievance claiming he was unfairly docked for time taken off Good Friday afternoon.

Glen Humphreys took personal leave on Good Friday morning. After being told prior in the week, the office would be closed that afternoon. On that morning, however, the management announced that the holiday applied only to certain offices and that Humphreys' office would not be closed that afternoon. The following Monday, Humphrey was docked a half day pay for taking unauthorized leave in the afternoon. In a grievance, which is still pending, he is claiming to be the victim of poor communications.

According to the improper practice settlement handed down by PERB the department must process Humphreys' and all future grievances, without harassing employees involved.
Work to rule voted by hospital workers

ILION — In a determined show of unity, more than 70 employees of the Herkimer Hospital have voted unanimously to exercise their right under the Taylor Law to work to rule. The employees are all members of the Civil Service Employees Association Herkimer Hospital Unit of Herkimer County Local 822.

Both sides now await notification from the Public Employment Relations Board (PERB) in regard to the impasse filed by the paid negotiator for the hospital. A PERB mediator will be assigned to the negotiations in the near future.

Chester pact oked

CHESTER — Secretarial, clerical, maintenance, bus drivers and service personnel of the Union Free School District here recently ratified a new three-year contract.

CSEA Collective Bargaining Specialist John Naughter, who assisted the unit’s negotiating team, said the pact provides annual pay raises of $750, $800 and $850 for full-time employees. Bus drivers will receive an additional 30 cents per hour each year, and will be reimbursed for attending annual refresher courses. All other hourly employees will get an extra 20 cents per hour each year.

Other features include granting of an agency shop and increasing the mileage allotment, according to Unit President Gene Winters.

Federal workers garner a 9% raise

WASHINGTON — Nearly 1.4 million salaried federal employees will receive a 9.1 percent pay increase in October — substantially higher than the Administration had budgeted earlier this year.

The increase, announced by President Carter, is in line with private sector increases over a 12-month period but is less than the 13.5 percent raise that a government panel determined would be needed for a full catch-up after several years of imposed pay restraint.

About 25,000 of the government’s lowest-paid workers will get the higher amount, however. The 13.5 percent increase will be allowed to the extent that it does not raise a worker’s salary over $9,069 a year.

The budget President Carter sent to Congress in January projected a 6.2 percent increase, and a mid-year budget review pushed that up to 7.8 percent. But the American Federation of Government Employees, backed by the AFL-CIO, argued that any such ceiling would breach the Administration’s commitment to fair treatment for federal workers as part of the National Accord with labor.

The 9.1 percent raise falls within the 7.5 to 9.5 percent anti-inflation guideline and would match the private sector pay increase average determined by a Bureau of Labor Statistics survey earlier this year.

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Lennon meets with Congressman Fish

FISHKILL — Southern Region III President James Lennon met recently with Congressman Hamilton Fish at Region III Headquarters in Fishkill. The meeting had been requested by Fish, who represents Dutchess, Putnam and part of Westchester counties in the U.S. House of Representatives.

Among the items discussed by Fish and Lennon were CETA, Social Security, aid to education, the future of the Harlem Valley campus and CSEA’s affiliation with AFSCME.

State study favors varied work hours

The State Department of Civil Service has released the findings of its third year of continuing study of the effects of alternative work schedules in State operations.

The Civil Service Department 1980 study analyzed reports from 184 State agencies, facilities, commissions and authorities which have established some form of alternative work schedule.

Five types of alternative schedules are covered in the study. They are:

- Staggered hours — (Groups of workers are scheduled to begin and end work at different times).
- Part-time — (Employees work less than a full work week).
- Compressed schedule — (Employees work fewer than five days a week, but more hours per day).
- Flextime — (Workers may vary starting and ending time from day to day, but must work a certain number of hours a day), and
- Individualized schedules — (Work hours are adjusted for employees to accommodate personal situations, such as child care, commuting and education).

Commissioner Victor S. Bahou said that according to the study, alternative work schedules have resulted in increased productivity and efficiency. The schedules also have resulted in increased employment opportunities for minorities, women, the handicapped and disabled, and the elderly, the report indicates.

Generally, as in the past, no serious problems were reported. Most were minor difficulties which were easily resolved. Maintaining adequate coverage and supervision continued to be the most frequently reported difficulties.

The study is the third of its kind and was conducted over a three-month period early this year by the Employee Relations Section of the State Civil Service Department.
Union defending members accused of supporting strike

ALBANY — Union attorneys have begun defending nearly 700 CSEA-represented Corrections Department workers charged with being on strike during the Correctional Services job action in the spring of 1979.

The first round of hearings in the matter was set for Sept. 9, 10 and 11 at South Beach Psychiatric Center. On Sept. 16 and 17, hearings were to be held at South Beach and at Elmira Psychiatric Center, and will continue at Elmira on Sept. 18, 23, 24 and 25.

Attorneys Pauline Rogers, William Wallins and Michael Smith, of the CSEA law firm of Roemer and Featherstonhaugh, have been assigned to the hearings, which were scheduled by the State at nearly all 19 correctional institutions in the state. The two psychiatric centers are involved because they had Corrections Department employees working on certain wards during the period.

"These hearings will take up almost all of our time for the next three or four months," Ms. Rogers predicted. "An awful lot of people have been charged, but we intend to give them all individual attention."

Toward that end, the union lawyers sent out to all employees involved, forms on which they can write outlines of their proposed testimony. The attorneys are meeting with the charged individuals at each facility a week in advance of their hearings, to discuss the outlines and answer questions for the affected workers.

The free legal representation is part of CSEA's $1.5 million Legal Assistance program.

Several honored for work on OSHA passage

ALBANY — CSEA's Statewide Safety Committee recently marked passage of the historic Occupational Safety and Health Act for public employees in New York State with a luncheon program.

Among those attending the committee's luncheon were, from left, CSEA Communications Director Gary G. Fryer; State Sen. John E. Flynn of Yonkers, who sponsored the bill in the Senate; CSEA President Bill McGowan; Assemblyman Frank J. Barbaro of Brooklyn, who sponsored the bill in the Assembly; CSEA Statewide Safety Committee Chair Frank Falejczyk; CSEA lobbyist James D. Featherstonhaugh; CSEA Collective Bargaining Specialist Nels E. Carlson, who advises the safety committee; and Bernard J. Ryan, CSEA Director of Political Action and Legislation.

Mr. Barbaro, Sen. Flynn, Mr. McGowan, and CSEA's Political Action and Communications Departments received plaques in appreciation of their efforts in achieving the OSHA law.

McGowan kicks off statewide tour

DURING A VISIT with members of the Rochester Satellite Office last Wednesday, CSEA President William McGowan had the opportunity to chat with Louise Kinhead of the Rochester Psychiatric Center.

PRESIDENT McGOWAN visited with rank and file members at the Utica Satellite Office during his statewide tour. Pictured above with McGowan are, from the left, John J. Vergalito Jr. of Local 422 and Bill Hafferty of Local 414.
Public workers keep recreation thriving

CSEA members sometimes are employed in unusual places, and one of those unusual places surely is Westchester County's Playland at Rye. The waterfront park has been in business 52 years, and the 56 CSEA union members who work there keep it in shape by painting, gardening, cleaning, fixing, and doing all kinds of odd jobs, from repairing a roller coaster to giving a youngster a helping hand.

CSEA has vowed to fight to keep the members' jobs with Westchester County. Section President Curley Bell Jr. says he "loves his job" and breaks out in a big smile as he walks through the 270-acre "fun machine" and sees young and old, alike having a good time. He also knows that there's a lot more to the park than meets the eye.

WELDER GEORGE KUCHERA, below, works on a part for one of the rides at Playland.

ELECTRICIAN HENRY DESROSIERS, above, inspects the controls on one of the many major rides.

GARDENER TONY MARSELLA, left, tends to some of the 75 different varieties of plants that decorate the amusement area.

JOHN MIKHELL is art director for the facility. Here he touches up one of the hundreds of signs that help guide the million visitors who visit the park each season.

MAINTAINING AN ELABORATE watering system are Fletcher's helper, James Alexander, left, and Foreman Ian Towers.
THE “BUY AMERICAN” BUMPER STICKER CAMPAIGN of Southern Region III is launched in New Paltz at the Ulster County Local 856 booth at the Ulster County Fair in August. Manning the booth when it opened are, from left, CSEA Intern Michael Schonberg, Ulster County Unit President Joseph Van Dyke and Region III President James Lennon.

ULSTER COUNTY HIGHWAY DEPARTMENT EMPLOYEES, from left, John Lukaszewski and Ernest Osterhoudt display some of the heavy equipment CSEA members use to keep the roads of Ulster County safe to drive on.

ULSTER COUNTY LOCAL 856 President Barbara Swartzmiller, an employee of the Ulster County Infirmary, takes the blood pressure of CSEA member Walter Parslow at the Ulster County Fair. Employees of the County Infirmary and the County Health Department provided free blood pressure screenings to the public at the fair.

FISHKILL — Southern Region III has launched a “Buy American” campaign with bumper stickers which read: “Buy American, CSEA/AFSCME Southern Region 3.”

Region III President James Lennon said the campaign is the region’s way of showing patriotism.

The campaign got underway in August at the Ulster County Fair in New Paltz where the bumper stickers were displayed and distributed at the booth manned by members of Ulster County Local 856.

The bumper stickers are available at the Region III Headquarters in Fishkill, (914) 896-8180.

Lennon said: “As working men, we all know how important it is to Buy American. Buying American is more than just a slogan. It means jobs for us and our families.

“So, the CSEA Southern Region III is urging all its members to proudly display the bumper stickers on their cars. Buying American — it’s good for all of us!”

NEW PALTZ — With the contract between the Ulster County CSEA Unit and the County expired and contract talks at impasse, the County CSEA Unit and CSEA Local 856 manned a booth at the recent Ulster County Fair to “meet the public, clean up our image and educate the public about CSEA,” according to Ulster County Unit President Joseph Van Dyke.

Van Dyke pointed out that the contract between the unit and the county expired back on January 1, 1980, and the impasse procedure in current negotiations has reached the fact finding stage.

The Local 856 booth was set up at the fair in front of the CSEA Mobile Office. Among the activities at the booth were the distribution of bumper stickers and other CSEA literature and accessories, blood pressure screenings by employees of the County Infirmary and the County Health Department, a display of heavy equipment by employees of the County Highway Department and a voter registration drive.

More than 200 new voters were registered at the Local 856 booth during the five-day fair, Region III Communications Specialist Stanley Hornak said.

Local 856 President Barbara Swartzmiller said that approximately 40 members of the local manned the booth. She said this was the first time the local participated in the fair.

In future years, the local hopes to take part in the fair with more departments participating with exhibits, she said.

Region III President James Lennon said: “This is a very fine public relations gesture on the part of the Ulster County Local and unit to let the people know the important jobs we do.”

Van Dyke said the display by the County Highway Department employees was to demonstrate the importance of those public employees during snow storms, floods and other emergencies.
HAUPPAUGE — Thirteen members of CSEA Long Island Region I completed the AFSCME Steward Instructor Training Program last month. Those 13 members are:

Millie Vassallo and Carol Craig, Suffolk Education Local 870; Jerome Donohue, Edward Ochenkoski, Patrick D’Alessio and Nicholas Dellisanti, Nassau County Local 830; Bud Scudder and Stephen DeVoursney, Central Islip Psychiatric Center Local 404.

Jean Frazier, Pilgrim Psychiatric Center Local 418; Gregory Szurnicki, Kings Park Psychiatric Center Local 411; Aileen Ronayne, Suffolk County Local 852; Joseph Allen, SUNY Stony Brook Local 614; and Louis Mannellino, Department of Transportation Local 508.

Others from CSEA who attended the opening session of the program were the late Region I President Irving Flaumenbaum, Southern Region III President James Lennon, Region I Director William Griffin and Long Island State Parks Local 102 President Arthur Loving.

The instructors for the five-day training program were David Williams, John Dowling and Bailey Walker, all of the AFSCME Education Department headed by Williams.

Also attending the program were Thomas Quimby and Chris Lindsay of CSEA staff and Steve Regenstreif and Linda Hassberg of AFSCME.

The purpose of the program is to establish "a permanent mechanism for training local union stewards," Williams said.

The newly trained steward trainers from the program will be called back periodically for discussion, feedback and follow-up, he said.

"The most important thing is that CSEA Region I develops its own mechanism for training stewards. The region has control over it," Williams said.

He said the same program which trained 15 stewards in Central Region V during the summer of 1979 is "working reasonably well" with eight or nine of the trainers "very active."

Dowling said the program utilizes discussions, lectures, films, slide presentations, video taping and playbacks and role playing by the steward trainers.

Among the tools the trainers are taught to use is the Local Union Training Program developed by AFSCME and the New York State School of Industrial and Labor Relations — Cornell University.
ALBANY — More than 100,000 CSEA members in the state's Administrative, Institutional and Operational bargaining units will be receiving the first segment of a salary increase next month under provisions of the CSEA contracts with the State of New York.

The current three year contract took effect following member ratification on April 1, 1979. On that date a seven percent salary increase was added to the salary schedule.

Now, starting with the payroll period the first day of which is April 1, 1980, a three and a half percent increase will be added to the salary schedule as the first installment of a salary increase for this fiscal year. Then, after April 1, the remainder of this year's salary increase will be made in a lump sum payment.

While the procedure for the increases is complex, the concept is simple. If the computation for the total salary increase for this fiscal year works out to seven percent, then an employee doing the same job this year as last year will receive seven percent more salary, plus any increments or performance awards he or she may be entitled to receive. Part of that seven percent raise comes around October 1, but the bulk of it comes in lump sum payment after April 1.

Negotiations for the present contract yielded the first cost of living adjustment clause ever in a state contract, but with so much such adjustments in union contracts, this adjustment is based on a complex formula that can yield an increase up to a certain maximum. In this case, the contract provides for an increase of three and a half percent plus the cost of living adjustment up to a maximum total increase of seven percent.

The three and a half percent applied to the salary schedule on October 1 is the first segment of that increase. The remainder will be paid after the cost of living adjustment is calculated during the beginning of the fiscal year. Such deferment allows for a true calculation of the COLA and allows the state to "roll over" the salary increase from one fiscal year into the next fiscal year. This was required by the state's continuing fiscal crisis. While it might seem complicated, it guarantees the employees a true increase in salary for the entire year.

Other unions representing state employees have negotiated less complicated payment formulas, but those formulas do not guarantee a true increase for the entire year.

Here's an example of how the system will work. Assume there is an employee with a salary of $10,000 per year as of April 1, 1980.

In the payroll period the first day of which is closest to October 1, 1980, the employee's salary is increased by three and a half percent to an updated $10,525. For the remainder of this fiscal year, the employee receives bi-weekly paychecks based on that annual salary.

After the beginning of the next fiscal year (after April 1, 1981) the COLA formula is calculated. Assuming it works out to the maximum amount, then the employee is "owed" the difference between what he or she received as a result of the three and a half percent increase in October, and what he or she would have received if a seven percent salary increase had been awarded on April 1, 1980. The difference — in this case $525 — is then paid to the employee around April 1, 1981, in the form of a lump sum check.

The salary schedule is then amended effective April 1, 1981, to reflect the total salary increase. In our example, the salary schedule would be amended on April 1, 1981, to $10,700.

The same procedure is then repeated in the third year of the contracts.

For more detailed information or to explain variations for employees entering, leaving or being promoted, contact your CSEA representative or your personnel office.

ALBANY — CSEA's contracts with the State of New York in the Administrative, Institutional and Operational bargaining units provide for a salary increase for new employees that are not properly reflected in the contracts as published by the state. The printed contracts indicate that new employees aren't eligible for the retroactive lump sum payment for a fiscal year if they come to work after the start of that fiscal year. That isn't correct.

CSEA and the Governor's Office of Employee Relations (GOER) have notified union representatives and personnel officers that the contracts actually provide for such employees to receive a lump sum payment pro-rated for their length of service during the fiscal year.

GOER has asked personnel offices to inform new employees when they are given copies of their contracts.

In an effort to avoid undue confusion, the following sections of Article Seven of the CSEA — State contracts have been printed here exactly as they appear in the published contracts, this adjustment is based on a complex formula that can yield an increase up to a certain maximum. In this case, the contract provides for an increase of three and a half percent plus the cost of living adjustment up to a maximum total increase of seven percent.

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Impasse reached in Madison County talks

WAMPsville — A spokesman for the Blue Collar Unit of Madison County, CSEA Local 827 has reported an impasse has been filed with the Public Employment Relations Board (PERB) regarding the recently reopened negotiations between the County of Madison and the union which represents more than 200 county employees in the unit.

According to Ted Modrzejewski, CSEA field representative, the current stalemate involves the dental insurance plan negotiated for the White Collar Unit during the Fall of 1979.

"At that time," Modrzejewski said, "it was mutually agreed that negotiations would reopen for Blue Collar employees if reopened for other county units."

"When Blue Collar negotiations were opened," Modrzejewski continued, "the county proposed a dental plan whereby it (the county) would pay full cost of employee coverage and 50 percent of dependent care coverage. In addition, the county also proposed that employees who are presently receiving a rebate of $15.00 per month for not choosing dependent care coverage under the present Health Insurance Plan would continue to receive the $15.00 rebate for the remainder of 1980. However, effective January 1, 1981, that rebate would be reduced to $7.50 per month, and terminated December 31, 1981," Modrzejewski said.

"At the present time, 57 employees from the total unit of more than 200 have opted for the additional money rebate in their salaries. If the county does, in fact, reduce the rebate next January, and terminate it in December of 1981, it would result in financial hardship for a considerable number of county employees."

"CSEA is countering with the proposal that the present rebate system remain status quo until new contract negotiations begin in September of 1981. We are saying, hold off making a change until it can be formally decided at the bargaining table," Modrzejewski said.

Employee Insurance reps available on regular schedule

Effective as of September, 1980, Employee Insurance representatives from the Employee Insurance Section of the State Department of Civil Service will be at various sites on a regular schedule throughout the State to provide information on health insurance matters for retirees and pre-retirees.

On those days and at those places listed below, the insurance reps will join in a cooperative venture with State Retirement Systems representatives who are also available for counseling retirees and pre-retirees. The Employee Insurance reps will be available to discuss health insurance benefits, coverage during retirement, claims difficulties and Medicare as it relates to the State Health Insurance Program.

The pilot project is presently limited to the days and locations listed, but may be expanded to other areas in the future.

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<thead>
<tr>
<th>CITY</th>
<th>ADDRESS</th>
<th>MONTHLY VISITING DAYS</th>
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<tbody>
<tr>
<td>Binghamton</td>
<td>State Office Building</td>
<td>Third Wednesday, First Wednesday</td>
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<tr>
<td>Buffalo</td>
<td>Gen. Donovan Office Building</td>
<td>First &amp; Fourth Wednesday</td>
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<tr>
<td>Hauppauge</td>
<td>State Office Building</td>
<td>First Tuesday</td>
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<tr>
<td>Utica</td>
<td>State Office Building</td>
<td>Second &amp; Third Monday</td>
</tr>
<tr>
<td>White Plains</td>
<td>Westchester County Center</td>
<td>Second &amp; Fourth Monday</td>
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<tr>
<td>New York City</td>
<td>World Trade Center (55th Fl)</td>
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Agenda set for CSEA Women's Caucus

ALBANY — June Scott, chair of CSEA's Statewide Women's Committee, has announced the agenda for the union's first Women's Caucus, Nov. 7th, 8th and 9th at the Granit Hotel in Kerhonkson, in Region III.

Ms. Scott, president of State Dept. CSEA Local 689, said, "With women comprising half of CSEA's membership, our hope is that this conference will give our women members the tools and the motivation to participate more fully and more effectively. We designed the program to achieve that goal."

Workshops include "Women's Buying Power," 8 to 10 p.m. on Friday, Nov. 7; "Problems at the Workplace," 9 to noon, Nov. 8; "Dress for Success," noon to 2 p.m., Nov. 9; "The Power of Positive Thinking and the Fear of Success," 2 to 4 p.m., Nov. 8; and "Does Alcohol Discriminate?" 9 to noon, Nov. 9.

In addition, CSEA President Bill McGowan and Secretary Irene Carr will speak at the banquet, 7 to 9 p.m. on Nov. 8. A cocktail hour will follow the banquet.

Brochures, agendas, and reservation forms will be mailed to all CSEA local presidents and the Board of Directors this month.

Other Women's Committee members involved with planning the conference include Margaret Meaders of Region II; Shirley Brown of Region IV; Barbara Reeves of Region V; Joanna Williams of Region VI; Geri Cadieux of Region I and Barbara Swiftmiller of Region III.

CSEA Safety Hotline
800-342-4824
Open season on Wassaic employees

200 attacks against workers in last year alone creates reign of fear, but official policy limits legal action

BY STANLEY HORNAK

BY STANLEY HORNAK
CSEA Communications Associate

...cracked ribs, fractured thumbs, chunks of hair pulled out, ruptured gall bladders, broken ribs, scratches, bites, broken limbs, ...

It's open season on employees of the Wassaic Developmental Center.

In the past year, there were at least 200 serious attacks on employees, and a reign of fear has gripped them, aggravated by official policy which is to penalize workers who seek legal recourse to protect themselves.

CSEA Local 426 President Harold Ryan puts the question this way: "What can we do to defend ourselves, and most of the residents here, from abusive clients?" He calls working conditions, "almost impossible because of staff shortages" and cites the recent case of a client who required five state troopers to restrain him, only to be later returned to his residence where he mingles with 25 other residents, under the watchful eyes of only two or three direct care workers.

The concern expressed by Ryan is also shared by parents, who worry about the safety of their children. Clients at Wassaic range in age from seven years old to seventy. And, it is also recognized that sometimes staff have to "baby" the violent, which causes "distancing" from other clients. But Ryan explains, "we have no choice, most of the times we have to meet the immediate situation to protect the overall good."

The workers' plight was recently aggravated by a directive from the center's administration which makes it perfectly clear that employees should be discouraged from going to court against chronically abusive clients.

The memo, which CSEA obtained, reads in part: "It is the position of the management of this facility that no legal action is to be initiated against any resident of the Wassaic DDSO by the administration for acting-out behavior."

"Any individual employee has the right to, as a private citizen, initiate such criminal action. However, it is the responsibility of all administrators of this facility to bring to the attention of the employee involved our strong concerns regarding the inappropriateness of such action. Employees should be made aware of the fact that the initiation of criminal action neither benefits the client from a programmatic point of view, nor is it beneficial to the individual employee."

What, then, is the answer? What must be done to protect both workers and resident?

CSEA Field Representative John Deyo describes this plan of action:

—provide sufficient staffing for newly reconstructed buildings.
—separate chronically disruptive residents from the mainstream, and put them into an appropriate structural setting to meet their special needs, and
—increased cooperation from the state Office of Mental Retardation.

CSEA LOCAL 426 President Harold Ryan holds some of the numerous reports he receives about physical attacks upon employees at Wassaic Developmental Center.

quarters at Wassaic, with two or three clients sleeping to a bedroom. The new arrangement actually calls for more staff, but instead less staff is available, making working conditions much more difficult, and the potential for being attacked much more likely.

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