Union challenges budget calculations
Suffolk used in planning 800 layoffs

HAUPPAUGE — While hundreds of CSEA members marched in protest outside the Suffolk County Center on Oct. 13, CSEA leaders inside, testifying before the Suffolk County legislature, denounced the layoffs of almost 800 employees in a proposed 1982 budget as unnecessary.

The Oct. 13 session was the final of two public hearings held by the legislature on the budget proposed by Suffolk County Executive Peter Cohalan. The legislature will draft and vote on a final budget resolution for 1981 on Oct. 27.

Charles Novo, Local 832 president, briefly addressed the legislators and introduced James Schmidtz, an AFSCME budget analyst who read the legislators a summary of the findings of an analysis of the budget prepared by AFSCME.

Earlier, Nova told the legislators in private that there was more funds available to the county than provided for in the proposed budget, that layoffs were unnecessary and were not cost effective, and that if any jobs were to be cut they should be reduced slowly by attrition rather than by layoffs.

Among the other findings of the budget analysis were:

• Under the proposed budget, subcontracting would increase by 36 percent and would cost more in most cases than what it currently costs the government to provide services.

• The proposed budget has underestimated interest income from investments by a projected $7.4 million. Also it has underestimated an additional $1 million in revenues for both 1981 and 1982.

• The proposed $8 million interest-free loan to the Southwest Sewer District, using general fund monies, is unjustified because it asks all county taxpayers to subsidize a project that only benefits a few. Also, the loan would result in the massive layoff of county employees and cutbacks in county services.

• The normal attrition rate of 5.5 percent will save an additional $5 million which is not accounted for in the proposed budget.

• Salaries for existing personnel have been over-budgeted by $4.6 million. As an example, permanent salaries in the district attorney’s office increased from $5.6 million in 1981 to $6.1 million in 1982 while that office is scheduled for a loss of 22 filled positions.

“Elimination of the Southwest Sewer District loan and more careful budgeting of salary costs could alone free-up nearly $18 million,” Schmidtz told the legislators.

At the end of the session, which ran for 12 hours and heard more than 70 speakers, legislators were non-committal. The consensus was that the loan for the Southwest Sewer District would probably be voted down but there was divided opinion on the layoffs. Some legislators indicated that there would be layoffs but refused to disclose how many.

“We’re going to have to make some hard choices this time,” said Democratic minority leader, Robert J. Mrazek of Centerport.

For those CSEA members participating in the membership insurance programs, other than the Masterplan, this is a reminder that November 1 is an important date. That is the date each year when your premiums are adjusted to reflect your correct age and/or coverage. These adjustments will be shown by a change in your payroll deductions and should occur shortly after November 1.

Changes for State employees will occur on November 4 (Administrative Payroll) or November 11 (Institutional Payroll). Adjustments in premium will occur due to either

1.) An increase in annual salary resulting in increased coverage, or (2.) An advancement in age which places you in a new age bracket.

Only those participating in the Basic Group Life Insurance Plan will be adjusted due to the first reason.

Questions on the Basic Group Life Plan deductions may be addressed to CSEA Headquarters; questions on the Supplemental Life or Accident and Sickness Plan should be directed to Bache-Ter Bush and Powell, 433 State Street, Schenectady, New York 12301.

Performance evaluation to get a ‘second look’
Carey tells delegates

Delegates veto reorganization

See pages 2, 9, 10 and 11 for coverage of CSEA’s 71st Annual Delegates Meeting

Vote November 3rd
CSEA endorses the Prison Bond Issue
—see page 2

TAKA A BITE OUT OF CRIME

His name is Mc-Gruff, and he could save your property—or your life. To find out how you can “Take a Bite Out of Crime,” see page 12.
THE BOND ACT will help the prison system meet its public responsibility by:

- Making sure that the State can remove violent criminals from the streets
- Providing secure prisons to enforce the State's tough criminal laws
- Enabling localities to construct needed jail space
- Maintaining safe working conditions for prison employees

VOTE
NOVEMBER 3RD

WHY DO WE NEED MORE PRISONS AND JAILS?

The taxpayers of today should not be burdened with the total cost of public improvements designed to last for generations. On an annual basis, less than $6.00 per year of your current tax dollars will go toward the repayment of the Bond.

WHAT WILL THE BOND ACT DO?

The Bond Act will permit the State to borrow $500 million to pay for construction of state prisons and local jails, and to provide other secure facilities for the State Division for Youth and the State Office of Mental Health. Through the sale of bonds, $500 million will be obtained and applied as follows:

- $350 million to the State Department of Correctional Services for the construction of three new prisons and the expansion of existing prisons.
- $125 million for construction and expansion of local jails throughout the State.
- $25 million to expand and improve secure units operated by the Division for Youth and the Office of Mental Health.

WHAT WILL THIS PROGRAM COST?

The taxpayers of today should not be burdened with the total cost of public improvements designed to last for generations. On an annual basis, less than $6.00 per year of your current tax dollars will go toward the repayment of the Bond.

Pay equity subject of Region I Women's workshop

HAUPPAUGE — The Region I Women's Committee will hold a November workshop on "pay equity." Millie Vassallo, the committee's chairwoman, has announced.

The workshop will be held on Saturday, Nov. 7, at Musicaro's Restaurant in Melville from 9 a.m. to 1 p.m. Refreshments will be served and a speaker will be announced at a later date.

Mrs. Vassallo set an Oct. 27 deadline for seating reservations. Last year's workshop, the first ever held by the region, proved so popular that members were turned away at the door when the occupancy capacity was exceeded, she said.

"I urge all chapter presidents to make their reservations as soon as possible so their members can attend this vital and important meeting," said Danny Donohue, Region I president.

Local 852, county agree on salary adjustments

HOLTSVILLE — Charles Novo, president of Suffolk local 852, announced recently that negotiators for the County Executive's Office and the CSEA had reached an agreement on salary adjustments for approximately 180 of the County's more than 250 step 6 promotional employees.

Under a complicated step system established in the 1977-80 contract, some step 6 employees who were promoted in the past ended up making less in salary than those who were not promoted.

Last month, negotiations for the union and the County met and worked out the salary adjustments. "We inherited this problem from previous contracts. This settlement, while it does not give us everything we wanted, is a compromise. We look forward to the resolution of regular contract negotiations to resolve remaining contractual inequities," said Novo.
Union forges a classic political action plan that saves 70 jobs at Rockland health center

By Stanley P. Hornak
CSEA Communications Associate

NEW CITY — The headlines screamed, "County to seek private bids on cleaning of health center." And rumors union leaders had been hearing looked to be true — Rockland County was going to contract out housekeeping services at the Pomona Health Center. An estimated 70 jobs would be lost, and to CSEA officials it appeared once again that government was for sale.

But CSEA responded quickly. John Mauro, then president of Local 844, went before the county legislature and told them bluntly, "Contracting out is a mistake."

He also reminded legislators they had a "moral commitment to your employees" and warned that contractors always start out with low bids but later the sky's the limit. Nevertheless, the officials voted 12-3 to advertise for bids. CSEA quickly went into action, and what followed was a classic example of the benefits of effective political action.

Initially, a steering committee was established to monitor the situation. Members included Mauro, County Unit President Ray Zebbarini, former County Unit (and now Local) President Patsy Spicci, Regional Director Thomas J. Luposello, Field Representative Tom Brann, Communications Associate Stanley P. Hornak, and Steve Regenstrief of AFSCME.

Information Gathering

This was the first step. A copy of the bid was obtained and scrutinized. Since the county had previously contracted out housekeeping at its mental health facility, that operation was looked at closely. It was found that annual costs for the private contractor rose at a higher rate than costs for county personnel. Moreover, the quality of work had declined, and this was reinforced by petitions that employees there signed, complaining that cleaning services were "totally inadequate for our needs." A background check was also made of the company rumored to be interested in the new contract.

Publicity

A letter was sent by Mauro and Zebbarini to all county legislators, which read in part: "The typical 'pie in the sky' approach is being taken, but don't be fooled. You may be sure that CSEA is keeping a close watch on developments since contracting out would be a mortal blow to county employees who live and work here. For them, contracting out means loss of benefits, minimum wages, or even outright dismissal. You could very well be taking people off the payroll, but putting them on the welfare roll."

Copies of the AFSCME book "Contracting out: Government for Sale" were also sent to them. Meanwhile, the local issued news releases warning about the pitfalls of contracting out, and offering the book free of charge to the public. Shortly thereafter, "The Journal News" ran an editorial stating "County must use its own cleaners," which concluded, "we believe the Legislature will find that in the long run the current method is the best one, both for the upkeep of the health complex and the management of the people who do the cleaning."

The Political Process

Current Local President Spicci describes it this way: "The real work involved political action. We went out to individual legislators to get commitments. In Rockland County, the CSEA endorsement can make a difference, and so the votes were lined up. Some legislators saw the rightness of the issue, others were mindful of past support, and some were frankly looking to the future."

It came as no surprise then that when the matter came up to a vote, the legislature resoundingly decided against contracting out. Because CSEA had political clout, those 70 jobs were saved.

PART OF THE POMONA HEALTH COMPLEX where the union was successful in mounting a campaign that saved 70 jobs.

COUNTY UNIT PRESIDENT Ray Zebbarini, left, shares the good news with cleaners Ingeborg Hagan, Lesley Laguerre and Kevin Heath.

LOCAL 844 PRESIDENT PATSY SPICCI praised the assistance he received from CSEA staff in combating contracting out.

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Stillwater contract settlement reached

STILLWATER — A two-year contract featuring 9.8 per cent salary increases in each year has been reached by the CSEA Stillwater Non-Instructional Unit and the Stillwater School District administration. The pact includes the adoption of a family dental plan, workday language clarification, the addition of two titles — head bus mechanic and dispatcher — into the contract and unlimited sick leave accumulation.

Unit President Ruth Hathaway described the settlement as “the basis for a good working relationship.”

CSEA Collective Bargaining Specialist Pat Monachino assisted the union negotiating team of Dave Ford, Don Johnson, Sandy Fitzpatrick, Jan Harrington and Hathaway in the bargaining process.

CORRECTIONS LOCALS PRESIDENTS William Kenneweg, left, and Rose Marchinkowski discuss issues with Southern Region III President Raymond J. O’Connor. Kenneweg is president of Greenhaven Correctional Local 158 and Marcinkowski is president of Wallkill Correctional CSEA Local 163.

(clip and save for November 3)

TROY — The Political Action Committee of the Capital Region of CSEA has announced the following endorsements in Rensselaer County races on Election Day, November 3.

COUNTY EXECUTIVE: William Murphy

COUNTY CLERK: John Buono

COUNTY SHERIFF: Eugene Eaton

First Legislative District:
Joseph Manupella
Daniel C. Ashley
Robert Conway, Jr.
Earl R. Carrier
Stephen Dworsky
James A. Walsh
Anne H. Armao

Second Legislative District:
Thomas G. Cholakis
Dominic V. Panichi
Anthony J. Carpinello
Alson J. Spain

Third Legislative District:
Howard Hayner

Fifth Legislative District:
Marilyn K. Douglas

City of Troy Council:
Francis J. Flynn
Louis Anthony, Jr.
Frank W. Lamiano
James B. Martin

Town of Brunswick Supervisor:
Roman Naples
A special union of activism, politics — and each other

By Ron Wolford
CSEA Communications Associate

FRIENDSHIP — The spirit of unionism — the CSEA brand — is alive and well in this Allegany County town in the Southern Tier of Western New York, thanks to a couple named Lee and Nancy Winchell.

This husband-wife team of local officers — he’s President and she’s Vice President of Allegany County Local 802 — exudes a warm spirit that is especially fitting when one considers the name of the community in which they live and work.

“I learned the value of unions some time ago, when I worked for a private sector company,” says Lee, a bus driver for the Friendship School District who puts in more than 100 miles a day during the school year to make sure the students get to class.

“And the difference in pay between union and non-union school districts around this area is so wide, there’s no comparison.”

“Lee was involved in the union long before I was,” says Nancy, a cafeteria aide and remedial reading instructor at the Friendship School. “But I learned a lot taking phone messages for him before I became active. Now we take messages for each other about union business.”

Both Lee and Nancy are constantly striving to develop more activism among their fellow CSEA members.

“It’s important our members realize that political awareness is a necessity, because in many cases there would be a lot of people without jobs around here if it weren’t for our union,” says Lee.

“We both feel our leadership roles carry the responsibility of being aware ourselves and passing on information to our members in the manner of union solidarity,” says Nancy.

For all their union activism, the Winchells’ family life doesn’t seem to suffer. Both Lee and Nancy have their hobbies and interests. Lee coaches a soccer team and referees high school football games, while Nancy has quite a green thumb. In addition to tending to her many houseplants, her work in the family garden has produced some of the biggest pumpkins and cucumbers around.

And one special family project has the Winchells’ other about union business.”

A 'FRIENDSHIP' FAMILY — The name of the town in which Lee and Nancy Winchell live is especially fitting, considering their spirited work with the union. Pictured from left to right are Charley, Lee Sr., Nancy and Lee Jr.

Newburgh Unit accepts three-year contract

NEWBURGH — The overwhelming vote — 59 to 1 — indicated the overwhelming acceptance as CSEA members of the Newburgh CSEA Unit recently voted to accept a three-year contract.

Unit President Bill Mott and Collective Bargaining Specialist Manny Vitale said the pact, which goes into effect January 1, contains the following provisions: annual wage hikes of 8% percent, plus increments; uniform salary schedule for all employees, regardless of their date of hire; new system of longevity increments, with payments of $150 after 10 years service, $200 after 15 years, $250 after 20 years, and $300 after 25 or more years; part-time employees to receive benefits, on a pro-rated basis, with minimum $5,000 annual salary required to be eligible for hospitalization; shift differential payments increased; 25 vacation days granted after 15 years service; sanitation trucks must have two-way radios; sewage treatment plant employees, at their option, may take annual physicals at city’s expense; and, meal allowance of $3.50 to be given after 12th hour of work and for each additional four hours thereafter.

The contract, which affects both city and housing authority workers, was negotiated by Harold Baynes, Jr., Bea Cornell, Dorothy Foster, John Hess, William Lynch, Stephen Perry, Robert Quickell and Lee Taylor, alternates.
JAMES FARMER, Executive Director of the Coalition of American Public Employees, likened President Reagan to the "Sheriff of Nottingham, robbing from the poor to give to the rich." From left to right are Region II First Vice President Frances DuBose, Region II President George Caloumeno, James Farmer, CSEA Executive Director Joseph J. Dolan, CSEA Statewide President William L. McGowan and Lt. Gov. Mario Cuomo.

NEW YORK CITY — Equality and freedom are more than words to James Farmer, Executive Director of the Coalition of American Public Employees. They are goals toward which he has struggled throughout his distinguished career as an activist for civil rights and social reform.

Before giving the keynote address at the Installation Dinner for the officers of Metropolitan Region II, Farmer talked with the Public Sector about his career in the civil rights and labor movements.

A founder of the Congress of Racial Equality, Farmer is perhaps most well known for his accomplishments as the organization’s National Director from 1961 to 1966, the peak years of the civil rights movement. His experience in the civil rights movement also includes 12 years as Program Director of the NAACP and four years as Race Relations Secretary for the Fellowship of Reconciliation.

Farmer says that he is often asked how he relates his roles as a leader in the civil rights and labor movements.

"The struggles are intertwined," he says. "The fight for dignity on the part of minorities and public employees is an effort to obtain rights taken for granted by many American citizens."

He sees the lack of freedom for public employees to bargain collectively as his major concern for the Coalition’s three million members.

"Workers in the private sector have the right to bargain and the right to strike. Unless we grant the same rights to workers in the public sector, we are denying them the means to better their working conditions resulting in improved services to the public," Farmer says.

According to Farmer, much of the nation’s future growth must be in the area of public services such as education and health.

"This means Americans must ultimately rely on dedicated public employees," he says.

We will fight

Restored school bus brings union to members

"This Bus Will Take the Union to the Members."

That’s the slogan for Suffolk Local 852’s newest effort to promote communication with the members — a retired school bus that has been renovated into a mobile union office.

The bus was donated and all renovation work was done by volunteers, according to Local 852 President Charlie Novo.

The bus will shortly be put on an announced schedule of visits to work locations of county, town, village and special district members throughout the 85-mile-long county.

Inside, bus seats were removed to make way for a desk, chairs and tables. The mini-office will be supplied with CSEA/AFSCME literature and publications and grievance materials, and staffed by a union officer trained to assist the members.

Interior work was handled by Sam Iadicicco, Kevin Mastridge and John Stein, all Local officers.

Outside, the bus was repainted a gleaming white by Eddie Sadowski and Frank Ferracane. CSEA/AFSCME logos and the Local 852 identification were added by Bob Hanson.

The workshop, incidentally, was the back yard of Novo’s home.

The bus will be ready to roll before the end of this month.
Region II installation an anti-Reagan rally

NEW YORK CITY — The installation dinner for CSEA’s newest regional president and statewide officer was, in addition to an honor for Metropolitan Region II President George Caloumeno and his newly installeld officers, an anti-Reagan rally as well.

Speaker after prominent speaker managed to bring the 350 union members and friends in attendance to their feet time and time again with verbal attacks on the policies of the Reagan administration. Calls for union members to join together to fight for social justice were heard throughout the program.

JAMES FARMER

In the keynote address of the evening, Coalition of American Public Employees Executive Director James Farmer noted that organized labor has enjoyed “positive or at least neutral relationships” with presidential administrations since Franklin Roosevelt.

“These relationships lulled organized labor into complacency,” he said. “But at last we are getting up set. We were upset on Solidarity Day, and we showed it.”

Urging that Solidarity Day be just the beginning, Farmer called on organized labor “to lead a new coalition to fight the Reagan administration.”

“It is not necessary for us to agree on everything with all those opposed to Reagan’s policies,” he said. “But we must find common ground.”

Farmer expressed optimism that labor will be able to reverse the nation’s apparent move to the far right of the political spectrum. He urged labor to begin organizing now for the 1982 congressional races, noting that “we in the labor movement are the last, best hope to turn things around, and we organize best in times of crisis.”

GEORGE CALOUmeno

Metropolitan Region II President Caloumeno’s optimism was evident in his address to the group, but he warned that “our task will not be easy; the forces of right-wing reaction are enjoying their heyday in Washington.”

Caloumeno promised that their “heyday will be short-lived.”

“We will fight and we will win,” he said. “Our cause is just and our faith in the strength and commitment of the rank and file is unswerving.”

WILLIAM L. McGOWAN

Fighting words also came from CSEA President William L. McGowan. In an emotional speech he attacked the Reagan administration for “trying to balance the budget on the backs of the poor and the elderly.”

Repeatedly lashing out at Reagan’s policies which “threaten to destroy the greatness of America,” McGowan accused the president of “breaking a contract with the elderly of this country by advocating reductions in social security benefits.”

McGowan pledged that “the fantastic turn-out for Solidarity Day was just the start of our fight against Reagan.”

Moving to a topic of great concern to CSEA members in State service, McGowan acknowledged that the Reagan-sponsored cut-backs in federal programs will have a disastrous effect of New York State’s finances, but he emphasized that he “will fight like the devil” for “protecting the interests of CSEA members in the upcoming contract negotiations with the State.”

LT. GOV. MARIO CUOMO

The impact of federal budget cuts on New York State was certainly on Lt. Governor Mario Cuomo’s mind as he accused Reagan of being “anti-poor, anti-union, anti-working class, anti-North, anti-New York, and anti-all that is useful and practical.”

Cuomo charged Reagan with “taking food from the tables of senior citizens and schoolchildren to fund a defense system which has gone beyond rationality.”

Noting that he, like CSEA members, is a public servant, Cuomo said that “we public servants have an extremely important job: we know the truth and we have to make the truth politically popular.”

He called on CSEA to show its strength in the 1982 congressional races by supporting candidates who will fight against Reagan.

VICTOR GOTBAUM

AFSCME District Council 37 Executive Director Victor Gotbaum cited the strength of CSEA in his address pointing out that “there are 600,000 AFSCME-ties in New York State.”

Gotbaum noted that AFSCME in New York State alone is larger than many international unions.

He promised that DC 37 will work with CSEA in the common interests of all AFSCME members.

CSEA PRESIDENT McGOWAN congratulates the new officers of Metropolitan Region II after the ceremony. Left to right are, McGowan, First Vice President Frances DuBose, Secretary Ann Worthy, Second Vice President Brenda Nichols, Treasurer George Boncoraggio and Region II President George Caloumeno.

and we will win’ —George Caloumeno Region II President

MELVILLE — A weight reduction clinic, sponsored by the Employees Assistance Program at Suffolk Developmental Center, has proved so popular with CSEA members that a second clinic had to be scheduled, according to Maureen Duggan, Region I EAP coordinator.

The eight-week program, which began on October 7, is held every Wednesday and is free to all employees, said Juanita McCalvin, EAP coordinator for the Center who created the program and recruited the medical personnel to run it.

“Originally we had one clinic scheduled for only 30 people. So many people applied, however, that we now have two classes of forty people: one for evening shift employees and one for the morning shift,” Mrs. McCalvin said.

The weight reduction programs consists of a diet based on the desired amount of weight loss, behavior modification of eating habits and an exercise program. Also, there are weekly consultations with doctors, weigh-in group therapy and lectures.

The program will not only help the dieter lose weight scientifically, but by incorporating behavior modification into it, will help the dieter to maintain good eating habits even after they have lost the desired amount of weight,” said Dr. Eray Oge, head of the Center’s Pulmonary Institute and Mrs. McCalvin’s former chief of staff. Judy Pitropinto, Psychologist II, will supervise the behavioral aspects of the program, Mrs. McCalvin said.

THE PUBLIC SECTOR, Friday, October 23, 1981
Employee fired after filing of out-of-title grievance

IP charge cites OCA for coercion

NEW YORK CITY — CSEA filed an Improper Practice (IP) charge against the Office of Court Administration (OCA) charging OCA with coercion — discouraging employees from participating in the union.

Nancy Johnson, a member of New York City Local 010, who was fired after an out-of-title work grievance was filed in her behalf.

“The only reason Mrs. Distant was fired was because she exercised her right to union representation by filing a grievance,” said Local 010 President Joseph Johnson.

“In her three years with OCA, Mrs. Distant never had a negative report placed in her personnel file and never received an unsatisfactory evaluation,” he said.

According to Metropolitan Region 11 field representative Charles Bell, Mrs. Distant was given a non-competitive appointment for the position of Assistant Court Analyst in OCA.

“Unlike most other State employees, non-competitive OCA employees serve a five-year probationary period,” Bell said. “But the fact that Mrs. Distant is a probationary employee should not give OCA the freedom to punish her for filing a grievance.”

Johnson sees the firing of Mrs. Distant as “an attempt to intimidate every single OCA employee from exercising his or her right to file a grievance.”

While Mrs. Distant awaits the hearing before PERB, the union is taking her out-of-title work grievance to the third step. In the second step decision, OCA termed the grievance “moot… as Mrs. Distant is no longer with the court.”

Ballots go out October 28 in special election for Department of Labor Board seat

ALBANY — Ballots will be mailed Wednesday, Oct. 28, to all eligible members of CSEA in the State Department of Labor to elect a Labor Representative to the union’s statewide Board of Directors.

The special election is being supervised and conducted by CSEA’s Election Procedures Committee to fill a vacancy on the Board.

Candidates for the position whose names will appear on the official ballot are: Elaine Todd, Region 6; Stella Williams, Region 2; Doris Bourdon, Region 4; John Gianguercio, Region 2; Brian Ruff, Region 4; and Marie A. Sehl, Region 4, who made the ballot via the petition route.

Eligible voters who have not received a ballot by Nov. 5 can request a replacement ballot by calling Marcel Gardner at CSEA Headquarters, 518-434-0191, ext. 452. Regular ballots are due back at CSEA by Nov. 16. Replacement ballots go out Oct. 28 in special election

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ON HAND TO WISH RETIRING SENIOR STENOGRAPHER Sylvia Eigenbaum, sitting, best wishes on her last day of work for the State Office of Vocational Rehabilitation in White Plains are, from left, Beryl Colton, New York City Local 018 Grievance Representative Betty Goodman, Elizabeth Raimann and Frank Walstrom.

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Performance evaluation to get 'another look,' Carey pledges

Urges bargaining 'realism': promises full OSHA backing

KIAMESHA LAKE — Pledging full enforcement of public employee OSHA regulations, urging CSEA support of the prison construction bond issue, and announcing he had instructed the state Office of Employee Relations (OER) to "take another look" at performance evaluation, Gov. Hugh L. Carey addressed CSEA's 1,400 assembled delegates here Wednesday.

For state division delegates, the governor had a number of words concerning upcoming contract negotiations.

"I would reiterate the need for a hard-nosed realism on all sides," Carey said. "Despite our disagreements, we all understand our shared interest in avoiding the fiscal nightmare we found ourselves in during the early 1970s. We understand, as well, that our differences don't make us antagonists, and we must proceed on a mutual presumption of good intent, avoiding the bitter, useless disputes that harm both the public and ourselves."

He added his administration would "be open with you" about the state's financial situation and would cooperate to end wasteful management practices.

Referring to Reaganomics and federal budget cuts, Gov. Carey said the state would never follow the federal example.

"Our tax cuts didn't require a retreat from the state's responsibility to the poor and the underprivileged, and they didn't mean sweeping cuts in the state's work force or the sacrifice of worker safety," he said. "We in New York will never follow such a course."

Stressing his commitment to on-the-job safety, he told the delegates, "In terms of safety, there will be no second class citizens known as public employees. OSHA will prevail."

The governor also asked CSEA's strong support for the upcoming vote on the prison bond issue, noting the state "has no other choice than to expand its facilities to deal with an exploding prison population." He followed his plea with a warning that if the bond issue is defeated, "that money will have to be drawn from a budget already stretched to the limit, requiring cutbacks in vital services."

At a press conference following his appearance before the delegates, Carey responded negatively to a reporter who questioned whether his administration's intention to "take a look" at performance evaluation meant the State would scrap the system.

"To say that would be to say it serves no purpose," Carey replied. "But OER agrees it needs a look. There have been many criticisms, and it hasn't had the effectiveness that it was supposed to. We'd have our heads in the sand if we ignored the comments that have been made about performance evaluation."

Carey also refused to let reporters pin him down on his recently-quoted opposition to a double-digit pay raise for state employees, saying that for him to comment on the level of increase that should or should not be negotiated "would be to imply guidelines. I have just said there will be no budget secrets, and that both sides would have to take the budget summary into account."

"We think there should be a fair share to state employees," he concluded.

With negotiations about to start between CSEA and the State on behalf of 110,000 CSEA-represented state workers, the meetings of State Division delegates were heavily occupied by bargaining topics, while both State and County delegates gave considerable attention also to a major proposed reorganization of CSEA. The plan as proposed met heavy opposition during individual division meetings, and was later rejected by the delegate body as a whole.

Many of the important determinations were still awaiting delegate action at Public Sector press time, and because of their extreme importance will be presented in detail in the next issue. However, on this and the following two pages are some of the many reports of interest presented to delegates earlier in the week, along with photographs taken as the meeting began and reports of some activities completed prior to press time.

THE PUBLIC SECTOR, Friday, October 23, 1981
Proposal to reorganize basic union structure rejected by delegates

KIAMESHA LAKE — A proposed major overhaul of CSEA's basic structure, which included reducing the size of the union's statewide Board of Directors, creation of more than 200 new locals in the County Division and realignment of some State Division locals, was soundly rejected by union delegates here on Wednesday.

Delegates overwhelmingly rejected the proposal when it was presented to them at a first reading of a proposed change to the union's Constitution and By-Laws. To be implemented, the change would have required approval by delegates at two delegate conventions.

The rejection by the delegates followed months of study of the proposal, a series of meetings in the regions prior to the Delegate Meeting, and intense discussion during delegate meetings prior to the Wednesday business session at which it was turned down.

It would have been the first major reorganization of the union's basic structure since the formation of regions several years ago.

The plan would have completely realigned the Board of Directors and manner in which members are elected; increased the current 66 County Division locals to 271; and realigned some of the present 231 State Division locals.

In proposing the changes, the union's officers said it felt the proposal would ensure a more efficient manner to deliver services to the membership.

Members of the statewide Board of Directors, which under the proposal would be reduced from the present 125 members to 49 members, previously had voted disapproval of the plan.

TAKING TO MICROPHONE during a debate on an issue in Thomas Jefferson, Judicial representative in the senator's Board of Directors. Answering turn to speak in Marie Romaneili of SUNY New Paltz Local 610, a universities representative on the same board.

Kiamesha Lake, left, a delegate from New York City Local 919, speaks out during one of several informational meetings held for the delegates.

CSEA EXECUTIVE VICE PRESIDENT Thomas Mcdonough discusses an issue with Derti Nikes, a delegate from Westchester — County Local 91.

CSEA EXECUTIVE DIRECTOR Karen Burstein, executive director of the New York State Consumer Protection Board and an attorney, addressed a group of delegates at the Concord Hotel in a seminar called "Be A Smart Consumer."
NEW YORK CITY — Staten Island Developmental Center (SIDC) Local 429 President John Jackson has asked for “an emergency meeting” with Office of Mental Retardation and Developmental Disabilities Acting Commissioner Zygmond Slezak to discuss “vital issues concerning the future of our employees.”

Jackson’s call for an emergency meeting comes in response to press reports indicating the possible closing of SIDC as a facility for the care of the mentally retarded and the possible sale of SIDC property to private developers.

In a letter to Slezak, Jackson notes that through CSEA Statewide President William McGowan, OMRDD requested discussions with SIDC Local 429 regarding the future of the facility. “However,” Jackson points out, “recent newspaper articles suggest that New York State, through several agencies, has already decided the future of SIDC.”

Jackson refers to articles in the New York Times and the Staten Island Advance which raise the possibility that SIDC will be closed and the land sold to private developers.

On September 29, the Times reported that a tentative out-of-court settlement had been reached between lawyers representing clients at SIDC and New York State in a class-action suit charging overcrowding and inadequate care for SIDC patients. The tentative settlement called for the removal of mentally retarded patients from SIDC by 1986. The settlement, however, was rejected by parents of many of the patients, but the parties are continuing negotiations on a settlement. If a settlement cannot be reached, the class-action suit will be heard in federal court on November 16.

Meanwhile, the Staten Island Advance has reported that the State has retained a private company to survey nearly 300 acres of SIDC property. The Advance quotes SIDC Deputy Director James Walsh as saying that land could be released for sale by 1983 and SIDC could be consolidated into seven buildings.

“Everyone here is up in the air, just waiting,” Jackson says. “A lot of employees are requesting transfers to other facilities to avoid having to face layoffs. And when they transfer, they’re not being replaced.”

Jackson says that the increasing shortage of staff has been a set-back in the State’s efforts to improve care for SIDC clients.

“Clients have really regressed,” he says. “The only clients we have at SIDC are the real behavior problems.”

In an effort to place mentally retarded clients in community settings, the State has transferred many clients to apartments run by private agencies.

Jackson expects that if SIDC is closed, the State will try to place most of the remaining clients with United Cerebral Palsy and other private agencies.

“It won’t work, though,” he says. “The private agencies don’t want clients who have serious behavioral problems.”

Jackson plans to sit down with Slezak to discuss these issues and to get commitments on the future of SIDC employees.

### Coalitions

**Oneida Local accepts salary study; awaits county action**

UTICA — The Executive Board of Oneida County CSEA Local 833 has voted to accept the salary recommendations included in the Yarger Report, a study conducted by an impartial Washington, D.C. consulting firm. According to Dorothy Penner, president of Local 833, “It is the opinion of the Board that there will be a substantial number of employees upgraded if the recommendations of the report are implemented by the County.”

The Yarger Report recommended that more than half of Oneida County’s employees be promoted to higher salary grades.

The salary range for each grade is included in the three-year contract which expires December 31, 1983. Yarger recommended granting raises by assigning higher pay grades to positions, which the county says it can do unilaterally.

Whether the vote of the Local Executive Board will affect the decision of the Oneida County Legislature remains to be seen. The issue comes to a head October 28, 1981, when the legislature votes on the 1982 budget.

### Local unions endorse candidates

**Union endorses candidates in Elmira**

ELMIRA — A CSEA coalition of locals representing more than 2,000 state, county and school employees in the Elmira area has announced the following political endorsements:

- Steven J. Pawlings, (D), Mayor, City of Utica
- Aurelio "Buss" Bianco, (I), President of Common Council
- Thomas Nelson, (D), City Comptroller
- Dorothy Penner, vice chairman for the CSEA Region V Political Action Committee, said the endorsements represent the results of a careful study of candidates’ records while in office and/or review of candidates’ positions on issues important to area public employees.

The coalition consists of Chemung County Local 808, Barge Canal Local 502, Utica Psychiatric Center Local 423, Marcy Psychiatric Center Local 414, Rome Developmental Center Local 422, Fort Schuyler Local 014, School for the Deaf Local 201, Oneida Educational Local 869, and Utica Retirees Local 914.

**UFTA-CIO ‘hounds’ public with anti-crime campaign**

AFL-CIO ‘hounds’ public with anti-crime campaign

Actually, you may already have seen McGruff, the jawy hound wearing the well-traveled trenchcoat in the adjacent advertisement. He’s appeared on television, bus posters and newspaper ads, and is the crime-fighting symbol of the “Take A Bite Out Of Crime” national community crime resistance campaign.

The nationwide public service effort came about as the result of initiatives by the AFL-CIO, and McGruff is the product of collaboration between the AFL-CIO, the Ad Council, the Law Enforcement Assistance Administration, the National Council on Crime and Delinquency, and dozens of other public and private groups which constitute the Citizens’ Crime Prevention Coalition.

In cooperation with the nationwide campaign, The Public Sector periodically will publish crime prevention tips from McGruff because public education has been shown to be a significant factor in crime prevention. And, as AFL-CIO Community Services Director Walter Davis points out, “The Federation’s 14 million members are all potential victims of crime.”

Additional information on crime resistance programs, including ones suitable for sponsorship by union locals, can be obtained by contacting Walter Davis, Director, AFL-CIO Department of Community Services, 815 18th Street, N.W., Washington, D.C. 20006.
TER BUSH AND POWELL REPRESENTATIVES provided up to the minute insurance information for concerned Wilton members.

FIELD REPRESENTATIVE MIKE WHITE and Local 416 President Francis Wilusz prepare to answer one of the hundreds of questions members asked at the information day held recently at the Wilton Developmental Center.

Local 416 Information Day an all-encompassing success

Wilton members get results

WILTON — CSEA Information Day at the Wilton Developmental Center was a tremendous success for Local 416, the Capital Region, the 14 participating membership service agencies and the 550 CSEA-represented workers.

Local 416 President Francis Wilusz explained the concept behind the information effort. "We have 550 workers on three shifts. We thought this idea of bringing together in one place all of the various membership services available to CSEA members would help our people solve those nagging little problems that seem to plague every group. We always have insurance questions, retirement problems, information questions of every type. So we put this Information Day together. The results are fantastic."

The central hall of the development center was transformed into an information circle headed by representatives from CSEA Research, Capital Region and Local 416 individual tables were manned by representatives from CHP, GHI, Employee Health Insurance, CSEA-EAP, Ter Busch & Powell, Retirement Counselling, Empire Vision, State Retirement, CSEA Employee Benefit Fund, the Hudson River Federal Credit Union, the State Employee Federated Appeal and a Local social activities group. Free coffee and doughnuts were provided by the state.

CSEA Capital Region Director John D. Corcoran, Jr., who was responsible for getting many of the membership service agencies involved, was impressed by the membership enthusiasm to the union effort. "Every contract that CSEA negotiates can be compared to a skeleton on which labor and management builds a complex body of relationships. Usually the members are only aware of the internal contract bone-and-muscle, the grievance and employee protection provisions of the contract. But today the whole external body of membership services tied into the contract is visible to the CSEA members and they are stunned," Corcoran said.

One slightly embarrassed member shed light on the director's statement when she exclaimed, "I just paid $500 to join a Co-op for discount purchasing, now I find out that CSEA has a free member buying service that provides the same discount at no cost to the member."

Another employee spoke up for the union's information effort with, "I'm always complaining that we never get any answers from the union. Today I ran out of questions. I got the answers right from the experts directly. I feel important and proud of CSEA."

The reaction from the other side of the table was also positive. GHI Representative Steve Wagner, commented, "This is just great. Your members are finally seeing the fruits of the union's efforts on their behalf. They are telling us ways of improving our programs which we wouldn't get from a bid specification information sheet. I hope this concept spreads."

The Capital Region is committed to the concept of membership service. Likewise, the success of the Wilton Local project will be communicated in detail to all interested CSEA Locals. Information Days are now being planned for the O.D. Heck facility in Schenectady and the Capital District Psychiatric Center in Albany.

With a gleam in his eye, Region IV Director Corcoran hinted at a giant Information Day. "Imagine holding this type of program for the CSEA members at the Empire State Plaza," he mused, enthusiastically.

MEMBERS SERVICES, (left photo), ranging from A to Z were offered at the Wilton Local 416 Information Day.

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ON HAND TO HONOR Don Maloney for his years of union service were, standing from left, CSEA Region VI President Robert Lattimer and Region VI Director Lee Frank. Seated from left are CSEA Statewide Treasurer and Mrs. Jack Gallagher, while Mr. and Mrs. Maloney are at right.

‘Tireless leader’ honored at dinner

MAYVILLE — When Don Maloney remembers his many years of service to CSEA, the only regret he has is missing his son’s highest scoring basketball game for Falconer Central High School because he was attending an Albany Board of Directors meeting.

‘Other than that, I enjoyed every minute of it,’ recalled Maloney, a 31-year CSEA member and president of Chautauqua County Local 807 since 1968, except for two years.

The dedication evident in his statement was appreciated by his fellow members in Chautauqua County, as they demonstrated in a testimonial dinner honoring Maloney for his long and faithful service as he stepped down as local president.

Besides those attending the dinner, more than 150 of Maloney’s fellow members signed a poster-sized scroll of appreciation and best wishes for the president.

Members signed a poster-sized scroll of appreciation and best wishes for the president.

The laudatory comments by those at the head table and others depicted Don Maloney as an honest, caring, faithful, and tireless leader of his members.

County Executive Gerace said Chautauqua County ‘owes a debt of gratitude’ as he presented Maloney with a gift of a book entitled ‘What’s Great About Chautauqua County.’

In thanking those honoring him, Maloney said he was ‘led by honesty, and I know our present leadership will continue that policy.’

Angry members protest political cartoon

By Ron Wofford
CSEA Communications Associate

BUFFALO — An editorial cartoon depicting CSEA as a burden on the public’s back, while erroneously suggesting that CSEA-represented workers are among the highest paid in the nation, has triggered an avalanche of in

The cartoonist, taking his lead from a previously published report that New York state workers’ salaries average more than $17,000 annually, apparently failed to investigate the subject enough to learn that the average CSEA-represented worker actually earns only about $11,400 per year.

The tone of the letters responding to the editorial cartoon, from offenders rank and file members and leaders, shows the spirit needed by public employees, “who will continue to be everybody’s whipping boy unless we stay alert and work to counter such unfounded attacks that continually undermine the value of public employees and the services they deliver,” according to Region VI President Robert Lattimer.

“In point of fact,” wrote Lattimer to the Courier’s editor, “it has never been the state taxpayer who has been carrying the burden of state employee wage demands around, but rather the state employees who have been carrying the burden of this state’s economic problems around for the past seven years.

“A little research by the Courier Express,” Lattimer continued, “might have revealed the personal sacrifice that state workers have made since 1974 to help this state cope with its financial hardships. Our contracts have never exceeded the increases in the Consumer Price Index (CPI) during this period and, in fact, have remained below the CPI’s increases and the wage increases of comparable private sector employees.”

While President Lattimer’s letter to the Courier editor had not appeared at Public Sector press time, six of the more than two dozen similar letters reportedly received by the Courier had been printed in the daily publication.

The letters printed thus far included those of SUNY-Buffalo; Leroy Freeman, president of the Buffalo Psychiatric Center Local; and CSEA President William L. McGowan.

Local President Freeman told the Courier, “I am not sure what you consider ‘average,’ but I have been a state worker for 28 years and now my salary is only a little better than $12,000 a year and most of the workers in state service are at that level or below, so we must not be ‘average.’

“I would like you to know,” Freeman continued, “that I have raised six children on this income. When I started for the state, I was making $90 every two weeks. In order for my family to eat a decent meal, I have to neglect my children on this income. When I started for the state, I was making $90 every two weeks.

While he has been “punched, kicked, choked, abused, and called every name in the book,” at the psychiatric center, Freeman said he is “proud to say that I have helped someone’s mother, father, son or daughter or just someone who needed help, to return to their family.”

Freeman’s indignation was mirrored by Bess Feldman’s “amusement” that the Courier would print that the average state worker’s pay is more than $17,000. “I have been employed at SUNY-Buffalo for over 14 years and will never make anywhere near that amount. I have not heard of anyone (represented by CSEA) who earns any amount over $13,000. How many people are willing to start at $6,000 (per year) as I did?” she asked.

SUNY-Buffalo employee Nancy Hess said in her letter, “I know I speak for the vast majority of white collar office workers who are making less than $10,000 annually, and after 10 years with the state I cannot brag about making much more than that.

Husband and wife state employees John and Donna Silaghi told the Courier, “In the past your paper has featured articles that had a decidedly negative attitude toward ‘state workers’ and we don’t like it. . . . In your slanderous political cartoon . . . you imply that the taxpayers must carry the grievous burden of overpaid state workers represented by CSEA. You are deliberately deceiving the public.

Eight-month state employee Linda Benson said she earns half of the mythical $17,000 annual salary. “Many state workers in my position need a raise just to keep up with the cost of living,” she wrote.

CSEA President William McGowan told the Courier, “It’s too bad the people who pride themselves in their objectivity in reporting the news can’t provide a little responsibility in arriving at their editorial opinions.”

“Enough is enough,” declared President McGowan. “We have sacrificed too long and too much. We have done more than our share, and we have nothing to show for it but leftovers four days a week and inane cartoons in the Courier-Express. We have creditors to pay and children to support, and we can’t be the scapegoats any longer.”
H.S. equivalency program equals new opportunities for two union members

“It’s getting late, but...I have high ambitions.”
—Francis Charles

By Tina Lincer First
Associate Editor

BROOKLYN — At 15, he left school in his native Trinidad to train as a printer’s apprentice. Over the years he also worked as a tailor, a telephone operator, an office boy for an oil firm, a fireman and a salesman.

But CSEA member Francis Charles never lost sight of his boyhood ambition — to be a lawyer.

Today — at 63 — Francis is a little closer to that goal. Thanks to a CSEA-sponsored high school equivalency program, he now has a high school diploma and expects to enter Brooklyn College in the spring. If all goes well, he just might have a go at that law degree.

“It’s getting late, but maybe I will do just that,” says the Local 646 member. “I like legal matters and I have high ambitions. Going to law school will be a chain reaction, hanging on my successes in college.”

For the past eight years, Francis has worked as a mail supply helper, book shelve and librarian assistant at Downstate Medical Center Library. He began taking high school equivalency classes in late 1978 when the Basic Education and High School Equivalency Program was introduced at Downstate.

The free program is part of the Employee Benefits Training Program, which came out of negotiations between CSEA and the State. It provides an opportunity for those state employees in the Institutional and Operational Services units who do not have a high school education to pursue leading to an equivalency diploma. (Those interested in the program should contact the personnel or training director at their worksite.)

STUDIOUS DUO — Francis Charles enjoys a quiet moment with friend and co-worker Theresa Dames. Charles, 63, earned his high school diploma through a joint CSEA-State program two years ago, and recently helped Dames get her diploma.

Equivalency classes are offered at nine geographic locations around the state: Pearl River, Dutchess BOCES, Rochester, Albany, Patchogue-Medford, New York City, Oneida-Herkimer BOCES, Madison-Onondaga BOCES and Livingston-Stuhen BOCES. Last year, more than 700 CSEA members took advantage of the program and earned their high school diplomas.

Francis Charles earned his in 1978. “I always had the inclination to study and when the opportunity was made available to me, I thought I’d grab it,” said Francis, a slightly-graying man with thick mustache and sideburns who speaks politely and in a business-like manner, his English heavily accented.

“In Trinidad, they don’t have the educational opportunities they have here in America. I had to work at an early age to help myself and my family,” he explained.

Francis said English, math and biology were among his favorite high school subjects and biology was among his favorite high school subjects and he found the program, on the whole, “pretty challenging. There was quite a number of us attending classes and only four of us managed to obtain the diploma.”

The father of seven children rang-

ing in age from 22 to 34, he says study-
ing is something that runs in the family.

“My kids are all academically-

oriented. I have three daughters who are teachers, another at the University of West Indies and another who started at Howard University in Washington, D.C. So you see, we are into the study business.”

His quest for knowledge is something Francis is happy to share. Recently, he donated his time — two or three afternoons or evenings a week — to help another CSEA member get her high school equivalency diploma.

The woman, Theresa Dames, is Francis’ friend, neighbor and, as shelving supervisor at the medical library, his boss. She was unable to attend the equivalency classes at night, so last March Francis began tutoring her in the required subjects. In May, she passed the exam and received her diploma.

The single mother of three children, aged 16, 14 and 11, Theresa, 32, started at Brooklyn College last month. She plans to major in psychology and eventually work with children.

“As you can see, I had my children very young,” she said. “I had my first child at 16 and didn’t go back to high school. Then the years went by. I always kept reading and kept abreast of things, but it just wasn’t the same as going back to school.

“When I got in my 30s, I decided I wanted a better life for myself and my children,” Theresa said. “I decided I’d better go out and get my high school diploma.

“Doors will be opening for me now.”

Clarence unit oks first contract

CLARENCE — The Town of Clarence Unit of Erie County Local 815 has agreed to the terms of its first contract with the Town as a CSEA-represented Unit.

The 30-member blue collar unit’s one-year agreement calls for a 9 1/2 percent wage increase retroactive to January 1.

Town-wide seniority, binding arbitration, job posting, layoff procedure, and discharge and discipline procedures are included in the pact, and workers will also receive a drug prescription plan and Blue Cross - Blue Shield medical coverage.

President George Horan and Greg Giblin formed the Negotiating Committee along with chief negotiator James Stewart.

CSEA RETIREES COORDINATOR Tom Gilmartin, right, administers oath to officers of Buffalo-Niagara Frontier Retirees Local 903. From left are Treasurer Louis J. Braun, Second Vice President Marian Trippe, Recording Secretary Gertrude Grass and President Mary Gormley.

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Local 422 starts honorary lifer’s club

Life-saving recognition

ROME — Officers of CSEA Local 422 at Rome Developmental Center recently concluded negotiations with management at the facility to provide special recognition for any employee who has demonstrated prompt intervention in a life-threatening situation involving a client.

The recognition will come in the form of a certificate of merit from Local 422, a letter of commendation from management to be placed in the employee’s file, and the employee’s name inscribed on a Lifer’s Club Plaque of Honor and displayed prominently at the Center.

The special award was suggested by Local President Jon J. Premo last June and has received management approval for joint participation.

Three employees from Building 22 at the facility have already been named to the honor roll of the club.

Reimbursement hearings continue

It’s been more than a year since CSEA’s legal office began working on getting reimbursements for Corrections Department employees who were fined in connection with a 1979 job action by prison guards.

But the endless hours of effort are paying off with some impressive legal victories.

“To date, we’ve been very pleased with our success in getting reimbursements for those members affected,” said CSEA Attorney Michael J. Smith.

“We’re especially pleased in light of the difficulty caused by the presumption of strike in the Taylor Law. We have the entire burden of proof. The state has to do nothing.”

Under the Taylor Law, public employees lose two days’ pay for each day they participate in a job action.

Attorney Smith, along with attorneys Pauline Rogers and William Wallens, has been working almost full time on the hearings. Many have been scheduled in prisons throughout the state. Smith hopes to complete the hearings — about 680 will have been conducted in all — before Christmas.

“The hearings have been a full-time job for the past year for all three of us,” said Smith. “It’s been a very frustrating process for the attorneys, CSEA staff and its members because the Taylor Law, though constitutional, is certainly unfair when applied to unions whose members are not on strike.”

In July 1979, more than 800 CSEA-represented employees were charged in connection with the strike. An emergency CSEA meeting was held, in which affidavits were prepared and CSEA’s regional directors were given legal advice on how to proceed. The regional directors, in turn, held meetings with their staffs, who then assisted the local presidents.

“From the first day on, we’ve advised local presidents and staff what to do in case hearings were necessary,” said Smith.

At a meeting presided over by CSEA President William L. McGowan, more than 600 affidavits were submitted to the Governor’s Office of Employee Relations. Some employees submitted their affidavits directly to OER.

From those affidavits, more than 100 employees from the Elmira Correctional Facility received full exoneration for the strike days in question. Some 680 other employees from around the state received hearings. In addition, partial exoneration were given at every facility except Attica for two of the strike days.

Payroll deductions were taken in September and October 1979, and in March 1980, results of the affidavit review process were sent out by OER, notifying employees whether they received full or partial exoneration or whether a hearing had been set.

“We were very pleased that we received a hearing for almost every individual involved who was not exonerated,” said Smith.

Last month, hearings were held at the Elmira, Hudson, Mt. McGregor, Camp Adirondack and Green Haven correctional facilities, involving more than 100 employees represented by CSEA. Hearings have also been held at Camp Monterey, Eastern, Bedford Hills and Otisville, and have started at Auburn.

In general, preparation meetings have been held at facilities where there are large numbers of hearings "because of the impossibility of interviewing individuals before the hearings themselves," said Smith. And these facilities usually involve complex factual issues which must be developed through pre-hearing meetings.

At the larger facilities, Smith noted, two attorneys are needed for each hearing day to expedite the proceedings.

While the results from the hearings have been slow in coming in some instances, many have started to come in or are expected soon.

Of the 62 employees CSEA represented at Great Meadow Correctional Facility, 31 were exonerated for the entire time they were absent from work. Smith said.

"There was only one complete denial, and we have been advised by John Lagatt, project director of hearings, that 30 other employees received exoneration for a part of the period of the strike," said Smith.

On July 8, the last of some 185 hearings at the Clinton Correctional Facility had been completed. Decisions are expected sometime soon.

According to Smith, there has been considerable delay between the time the hearing officer’s decisions are issued and the time the employees are notified of the decision because OER must first review the decisions.

"In addition to the delay," said Smith, "there is an incredible amount of clerical activity which must be done before the final notice of determination can be issued. Also, the Department of Audit and Control must be notified so they can begin processing the refunds."

Under the circumstances, said Smith, "we believe this process is moving along as quickly as possible."
Massive fund-raiser launched to aid critically ill children of upstate New York

SYRACUSE — James J. Moore, President of CSEA Region V, has issued an appeal to members throughout the Region to rally behind a massive fund-raising campaign to benefit a proposed Pediatric Intensive Care Unit by the Upstate Medical Foundation Inc., in Syracuse.

When completed, the new unit at Upstate Medical Center will serve a vital need for critically ill children throughout most of the upstate New York area.

The plan for a region-wide drive was suggested by Robert Vincent, Local 615 President, at the recent Regional Fall Conference in Auburn, and received enthusiastic support from officers and delegates.

A campaign committee was named by Moore with Vincent selected to serve as chairperson and Pat Crandall, Region V Executive Vice-President, as advisor.

The proposed unit is expected to cost $1,000,000 and will provide a fully-staffed, properly equipped pediatric intensive care for critically ill children throughout most of the upstate New York area.

CSEA participation in the drive will include the sale of ICU bumper stickers to fellow members, relatives, friends and other concerned citizens who appreciate what the new life-saving facility will mean to families and communities in the area.

In pledging region-wide support for funds, Jim Moore said, "We have asked every local and unit president in CSEA Region V to give their full support to this worthwhile project. We have set a goal of $20,000. If the early show of enthusiasm is any indication of success, we should go over the top. We want to demonstrate to regional residents that CSEA cares for the children of Central New York. Hopefully, with region-wide manpower, we will sell enough stickers at one dollar each to reach our goal and possibly exceed it. We have also targeted fund-raising activities to include our statewide Delegates Convention at the Concord Hotel. Plans call for an appeal to delegates from all six CSEA regions to help get our drive off to a flying start. We are geared up and ready to go."

According to Bob Vincent, project chairperson, the committee will have a booth at the convention to encourage the sale of bumper stickers.

The sale is expected to continue through November 9th with an announcement of the final sales tally several weeks later. This is the first region-wide fund raiser undertaken, and if successful, may lead to other worthwhile projects serving upstate communities.

CSEA CARES. Region V has launched a massive region-wide fund-raising campaign to aid a proposed Pediatric Intensive Care Unit at Upstate Medical Center, in Syracuse. Shown at the union’s recent fund-raising kick-off display at the center are, from left, Robert Vincent, President of CSEA Local 615 and project chairperson; Kathy Collins, committee member; and Region V President James J. Moore.
Local 830 elects twenty new delegates

Results of an election rerun to determine delegates from Nassau County CSEA Local 830 have been certified and announced. The following are announced as newly elected Local 830 delegates: Rita Wallace, Sam Piscicelli, Doris Kasner, Mary Calafiore, Bob Campbell, Ken Darby, Nick DelliSanti, Kenny Cadieux, Trudy Schwind, Eddie Ochenkoski, Alko, Esther Phillips, Tom Stapleton, Jim Mattei, Carl Pugliese, Lou Corte, Bob Ford, Dudley Kinsley, John Aldisio, Ed Plummer and Nick Abbatiello.

Notice of rebate procedure

ALBANY — CSEA’s Constitution provides for rebates of a portion of union dues or agency shop fees to dues-payers who objects to the appropriation of this portion of his or her payment for political or ideological purposes unrelated to collective bargaining. The political rebate amounts to $2.60. CSEA procedures call for rebate applications to be submitted during October by certified or registered mail addressed to the State Treasurer. Individual applications should be submitted; lists of members and fee payers are not acceptable. Each application for reimbursement must include individual’s Social Security number.

AFSCME’s rebate procedure

Since 1974, AFSCME’s Constitution has included a rebate procedure to protect the rights of dues-payers (both members and non-members who pay ‘fair share’ fees) who disagree with how the Union spends money for partisan political or ideological purposes.

The timing of the steps in the procedure is tied to the International’s fiscal year. The procedure is spelled out in Article IX, Section 10, and Article XI, Section 14, of the International Constitution.

How it works:

Each year, by April 1, the International Secretary-Treasurer calculates the portion of per capita payment or its service fee equivalent that has been used for partisan political or ideological purposes during the preceding fiscal year. The financial officers of councils and locals do the same also by April 1, unless some different date is more appropriate.

Individuals who want the calculated portion of their payment returned must request it in writing between April 1 and April 16. The request should include a list of those subordinate bodies to which the individual has made dues or service fee payments. Requests must be renewed in writing every year the individual wishes a rebate.

The International Union will notify the appropriate subordinate bodies of rebate requests. The International and those subordinate bodies will then send rebate checks to the individuals by registered or certified mail or otherwise receipted delivery.

If dissatisfied with the judicial panel’s ruling, a member can appeal to the next International Convention. A non-member can appeal to the Review Panel, which is an impartial body provided for in Article XII of the International Constitution. Appeals to the Review Panel must be filed in writing within 15 days after receiving the Judicial Panel decision.
Health threat at Stony Brook Hospital

Workers exposed to stored bags of human remains for past year

'The first time I went in there, I got sick to my stomach... It smelled like death'

— Local 860 President Charles Sclafani

By Bill Butler
Public Sector Correspondent

STONY BROOK — It appears that officials of the University Hospital at the State University at Stony Brook have attempted to "cover up" a potential health hazard to employees involving "bio-hazard" wastes.

The bio-hazard wastes come from the operating room, emergency room and the research laboratories, and are placed in an unventilated, unlocked storage room in plastic garbage bags until picked up for disposal by a special contractor.

"The first time I went in there, I got sick to my stomach," says Charlie Sclafani, president of the State University at Stony Brook CSEA Local 614.

"It smelled like death."

Sclafani said CSEA had protested to hospital officials, and later at a formal labor-management meeting, about the situation. "They insisted that 'everything's taken care of, it's all right,'" Sclafani says.

"What do these wastes consist of? Are our people being exposed to disease? We are entitled to answers to these legitimate questions," Sclafani declared.

The bio-hazard wastes are stored for a time because a special incinerator designed in the hospital, which went into service last year, has been inoperative for a year, Sclafani asserts.

The union official said the wastes are placed in plastic garbage bags in a tiny storage room by medical personnel, and CSEA employees then deliver the bags to a storage building outside the hospital building, where all regular garbage is also stacked.

TERRY COLEMAN is one of many employees who work with waste without full knowledge of possible hazards, the union claims.

LOCAL 614 PRESIDENT Charlie Sclafani points to sign warning that bio-hazard storage area is restricted. He is attempting to get management to identify what wastes are involved so employees will know what they are working with.

Sclafani said the biological waste is stored in red-colored plastic bags for identification so that the regular garbage pickup contractor can identify it from regular garbage stored in green-colored bags. At times, Sclafani claims, employees have reported that the supply of red bags has been exhausted and regular green-colored garbage bags used.

"How can the garbage contractors know which bags they are picking up?" Sclafani asks. "Are dangerous materials going to the town dump?"

Sclafani said he is demanding that university officials "come clean" with the facts surrounding the bio-hazard situation so that appropriate steps can be taken to assure that employees are not being subjected to unnecessary hazards.

THERESE BIO-HAZARD waste bags are stored in an unlocked shed prior to being picked up by a contractor for disposal.

BIO-HAZARD WASTE bags literally spill out of tiny storage area where they are first stored before being moved to outside storage building.

LONG ISLAND REGION
1 President Danny Donohue, right, congratulates Raymond Decker on his being awarded the E. Burton Hughes Annual Employee Award for Outstanding Contribution to the Goals of the New York State Department of Transportation. Decker, a former CSEA activist, won the award for his alcoholism counseling service for all DOT employees. CSEA supports Decker's efforts, Donohue said.

Careers, personal lives focus of Southern workshop

FISHKILL — The Region III Education Committee wants to help members develop skills to improve their careers and personal lives, says Committee Chairperson Eva Katz. And so, a "Career and Personal Skills Workshop" is scheduled Friday and Saturday, Nov. 6 and 7, at the Holiday Inn, Orangeburg.

Chester Galle, who has held similar workshops in Region VI, believes, "you are what you think." His objective is to help others concentrate in a relaxed atmosphere and to begin to think creatively about concepts such as communication, personal goals, definitions of success and listening techniques.

The workshop will begin Friday evening and end Saturday afternoon. Participation is limited to the first 40 people who apply. To sign up, call the Fishkill Office, 896-8180. Overnight accommodations should be made directly by contacting the hotel.

There will be no fee to take part in the workshop, but participants or sponsoring locals/units will be expected to cover the cost of food and lodging.

THE PUBLIC SECTOR, Friday, October 23, 1981
Vision Care Plan goes into effect Nov. 1

CSEA members are reminded that the union’s new Vision Care Benefit Plan goes into effect Nov. 1, and although there is no cost to participate, those wishing to do so must enroll.

The plan, which is being administered by the CSEA Employee Benefit Fund (EBF), is available to state employees in the Administrative, Institutional, and Operational bargaining units, and can provide free professional eye examinations and eyeglasses for eligible employees and their dependents.

If you have not received an enrollment card in the mail, you may obtain one by calling the EBF toll-free at 1-800-342-4274.

Members must submit a voucher before scheduling an exam. The voucher, which is good for up to 45 days, may be obtained by completing the request form below and mailing it to:

CSEA Employee Benefit Fund
P.O. Box 11-156
Albany, N.Y. 12211

REQUEST FOR VISION BENEFIT VOUCHER/CLAIM FORM

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<th>Social Security No.</th>
<th>Last Name</th>
<th>First Name</th>
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<tbody>
<tr>
<td>Number and Street Address</td>
<td>City and State</td>
<td>Zip Code</td>
</tr>
<tr>
<td>This Section is about the Person for whom the Vision Care Voucher is being Requested.</td>
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<table>
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<tr>
<th>Last Name</th>
<th>First Name</th>
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<tbody>
<tr>
<td>Patient’s Date of Birth</td>
<td></td>
</tr>
<tr>
<td>□ Self □ Spouse □ Child*</td>
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<tr>
<td>DEPENDENT STUDENT: An unmarried child who is a full-time student will be covered up to age 25 (12 hours enrolled for undergraduate credits or 6 hours graduate credits.)</td>
<td></td>
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<tr>
<td>TO BE COMPLETED FOR DEPENDENT STUDENTS AGE 19 to 25.</td>
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<tr>
<td>I certify that my dependent (Name) meets all requirements for eligibility as a student dependent as outlined above and was eligible during the entire period covered by this claim.</td>
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<tr>
<td>I expect this eligibility to continue until the date of ________________________</td>
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<tr>
<td>Name of School:</td>
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<td>City:</td>
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<td>Date Started:</td>
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<td>To Graduate (Mo. &amp; Yr.):</td>
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<th>Enrollee’s Signature</th>
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<td>□ I have previously enrolled in the Vision Care Plan</td>
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<tr>
<td>□ My enrollment card is included with this request</td>
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Columbia County Local makes endorsements

HUDSON — The Columbia County Local Political Action Committee has endorsed the following candidates for election in Columbia County races:

Anne Twaddle, County Treasurer; Michael Yusko Jr., Hudson Mayor; James Dolan, Third Ward, Hudson; William Troy, Fifth Ward, Hudson. Also, Richard Klinger, Canaan Supervisor; Eugene Kuty, Hillsdale Supervisor; John Scheriff, Kinderhook Supervisor; William Kosnick, Stockport Supervisor; Richard Frick, Stuyvesant Supervisor, and Earle Carney, Taghkanic Supervisor.

Schoharie Sheriff Stoddard gets endorsement

SCHOHARIE — In a first-ever action, the Political Action Committee (PAC) of the Schoharie County CSEA Local has endorsed Sheriff Stoddard, incumbent Republican, for re-election to the post of Schoharie County Sheriff. The Schoharie PAC strongly recommended Sheriff Stoddard, stating that “Sheriff Stoddard has fought for his employees since his appointment to the office in 1974 by Governor Wilson. A few examples of his support of his employees include such actions as implementing a county uniform purchasing program for the workers, who had previously provided their own uniforms; professional law enforcement training for employees; and a manpower development program.”