Evaluation plan moratorium needed to iron out wrinkles

ALBANY — CSEA President William L. McGowan has won agreement from the Governor’s Office of Employee Relations for an immediate moratorium on ratings under the controversial Employee Evaluation Program for state workers pending correction of abuses of the system.

CSEA had demanded the moratorium in response to numerous complaints of double ratings, supervisors threatened by superiors for not meeting arbitrary “quotas,” and some cases where a rater told employees they would receive one rating, then gave them a different rating.

Under the terms of the moratorium, all increment eligible employees who have already been evaluated shall receive their increment adjustment as scheduled this month and employees rated “outstanding” shall receive performance awards in the near future.

“We have taken the necessary steps to ensure that those employees eligible for increments and bonuses based on the first round of ratings receive the money they deserve,” President McGowan said in announcing the moratorium, “but we also must ensure that the disasters of the first round of evaluations — whether real or imagined — don’t happen again.”

The moratorium is the first point of a three point CSEA program to deal with the evaluation system. The next point is to file a challenged complaint about the program and make recommendations for changes. The union has also notified the state that in instances where corrective action is needed and not taken by the state, the union will file improper labor practice charges with the Public Employment Relations Board and take other legal action.

“This program provides $9 million to our members in these three bargaining units beyond the negotiated salary increases,” the union president said, “and it also, for the first time, allows for accelerated movement through the increment steps for all employees regardless of their ratings. Those members who were otherwise ineligible for anything but general salary increases are now eligible for $300 cash awards, so there is something for everyone in the program. We want it to work and we still feel it can work but since the state bungled implementation by failing to properly train its managers and then added insult to the injury by creating widespread confusion about ‘quotas’, we have concluded that it is in the interest of our members to stop the whole process in place and get these problems identified and corrected before we go any further.”

While the Presidential Task Force is meeting and the moratorium continues, appeals taken under the evaluation procedures will continue to be processed, increments will continue to be paid and performance awards given to employees rated “outstanding” who are not increment eligible.

The union leader said he would direct the Task Force to move as quickly as possible in evaluating the program’s failures and drafting recommendations so that the next scheduled round of evaluations — set for April — will not be needlessly delayed.

Increments coming

ALBANY — CSEA members in the state’s Institutional, Operational and Administrative bargaining units will be receiving increment adjustments in salary checks this month.

While some failures on the part of state agencies to file proper authorizations with the Department of Audit and Control may delay some increment adjustments due this month, it is anticipated that the increment eligible employees on the Administrative payroll will receive increments on January 16 and eligible employees on the Institutional payroll will receive increments on January 23.

Any employees who were increment eligible but who did not receive an increment in the appropriate paycheck, should contact their personnel office.

International Confab

INTERNATIONAL CONFAB — AFSCME International President Jerry Wurf, right, listens as CSEA Region I President and AFSCME International Vice President Irving Flammenbaum discusses public employee problems. The discussion occurred during a recent meeting of AFSCME’s International Executive Board held at the Harrison Conference Center in Glen Cove, Long Island.

Union freezes political contributions

ALBANY — CSEA President William L. McGowan has ordered an immediate freeze on union political contributions to legislative candidates contingent upon the actions of individual lawmakers in voting upon Governor Carey’s proposed state budget for the coming 1980 fiscal year.

The State Legislature returned to Albany last week, and soon will be debating on the governor’s proposed state budget which is expected to call for a reduction of over 3,000 state jobs through attrition and the possible closing of several psychiatric centers.

The contribution freeze temporarily cuts off a quarter of a million dollars or more expected to be distributed by the union to support legislative candidates for State Senate and Assembly seats in 1980. In the 1978 statewide races, CSEA contributed $200,000 to help elect individual legislative candidates and another $150,000 for various statewide candidates.

CSEA strongly opposes a reduction in the state workforce, by attrition or any other means, and is especially adamant over announced but vague plans by the state to shut down a number of unspecified psychiatric centers. Union President McGowan recently met with Robert J. Morgado, the governor’s secretary, to express strong displeasure over the projected closings and to reinforce union insistence that the “Morgado Agreement” negotiated between CSEA and the State be adhered to.

That agreement called for an increase in the staff/patient ratio throughout the state mental hygiene facilities and a promise to retain in new community health care centers any Mental Hygiene employees who might be adversely affected by any state facility closings.

Campaign contributions, always an important factor in candidates election bids, are especially significant this year since political parties will be trying particularly hard to gain control of the Legislature. Legislative districts will be reapportioned based on the 1980 census, and the party controlling the Legislature based on the

1980 election results will have an important advantage.

Official Publication
The Civil Service Employees Association
Vol. 2, No. 14 (ISSN 0164-9949)
Wednesday, January 16, 1980
CSEA 1980 PRESIDENTIAL STRAW POLL

Who Would You Vote For If the Election Were Held Today?

REPUBLICAN

Do You Recognize the Name?  Who Would You Vote For?

YES  NO

☐  ☐  Ronald Reagan
☐  ☐  John Connally
☐  ☐  George Bush
☐  ☐  Howard Baker

☐  ☐  Other:

DEMOCRAT

Do You Recognize the Name?  Who Would You Vote For?

YES  NO

☐  ☐  Ted Kennedy
☐  ☐  Jimmy Carter
☐  ☐  Jerry Brown

☐  ☐  Other:

Please complete and mail your Straw Poll Coupon to: CSEA STRAW POLL, 33 Elk Street, Albany, N.Y. 12207

Court openings

NEW YORK — The Office of Court Administration has announced the opening of filing for an open-competitive examination to fill positions in the title of Law Stenographer in the Unified Court System throughout the State.

The examination for Law Stenographer, No. 45-538, will consist of a written test, to be held on February 23, 1980, and performance tests in stenography and typing, which will be held at a later date. The minimum starting annual salary for Law Stenographer may vary from $10,714 to $12,263, depending on locale.

Filing will extend to January 16, 1980. Applications and announcements can be obtained in the courts and court agencies throughout the State, or by writing or coming to the Office of Court Administration, Staffing Services Unit, Room 1209, 270 Broadway, New York, New York 10007.

Local installation

MASSAPEQUA — New York City Local 010's installation of officers will be held at Theresa's Catering House, Massapequa, on Jan. 27, 1979.

Tickets for the dinner dance are limited to 300. Local 010 President Joe Johnson said. He said those interested in purchasing the $25 tax-deductible tickets should contact the local's office at (212) 625-2006, 625-2257 or 722-6334.

Installing officer will be CSEA President William L. McGowan. CSEA Executive Vice President Thomas McDonough will be master of ceremonies. Guest speaker will be Kings County Surrogate Bernard Bloom, Johnson said.

He said cocktail hour starts at 3 p.m. followed by the program at 4 p.m. and dinner and dancing from 4:30 to 8 p.m.

The other officers to be installed are Rose Fournée, first vice president; Nancy Gonzales, second vice president; Willie Raye, third vice president; Joseph Dec, treasurer; Marie Robinson, financial secretary; Madeline Koehn, corresponding secretary; and Ruth Joseph, recording secretary.

Johnson said in addition to the installation, the program will include the inauguration of the Solomon Bendet Camp and Scholarship Fund of New York City Local 010.

42 YEARS OF SERVICE — Isabel M. Paddock, center, was honored recently upon the occasion of her retirement after 42 years with the Warwick Valley Central School District. Orange County CSEA Local 836 President Albert Ruggiero, left, participated in the program honoring Ms. Paddock, as was Naomi Kaplan, right, President of the Warwick CSEA Unit.

In 1980 all CSEA members and their families will be going to the polls to elect a new President of the United States. With the increasing role of the federal government in state and local government finances, Presidential politics has become an ever increasing focus of attention for public employee unions.

In an effort to monitor the attitudes of its members in this vital election year, CSEA is conducting a straw poll to get an indication of the Presidential preferences of its members at the outset of the campaign. Your participation will help CSEA assess the attitudes of our membership to the candidates to help the union monitor the changes in attitude of our members, if any, during the campaign.

To participate, check the boxes to the left of candidates to indicate if you recognize their names. Then pick one of the candidates which you feel you would vote for if the election were held today. Mail your straw poll ballot to: CSEA Straw Poll, 33 Elk Street, Albany, N.Y., 12207. You'll be helping your union deal with the demands of presidential politics and you'll be helping reflect the true voter strength of the candidate that you would like to see become the next President of the United States.

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Review election

EAST MEADOW — The recent election of officers of the Medical Center Unit of Nassau County CSEA Local 830 is being reviewed by the Long Island Region I Election Committee, Local 830 President Nicholas Abbatiello notes.

The review was caused by a protest to the Dec. 5, 1979, unit elections by 19 losing candidates, Abbatiello said.

In the election, the slate of seven officers and 12 board of directors headed by incumbent President Doris Kasner defeated a slate headed by Esther Phillips.

The victory margins ranged from 18 votes to 54 votes among the 1,022 votes cast, he said. Mrs. Kasner's victory margin was 44 votes, he said.

Abbatiiello said the protest was made to the local Region I and to the statewide Elections Committee.
MEMBERS OF SUFFOLK COUNTY LOCAL 852's executive board met recently to review and discuss the establishment of health and safety standards for Suffolk County workers, capping off a 2-year effort by the union for such coverage. Local 852 executive board members are, from left, Fourth Vice President Richard Protosow, Recording Secretary Jo Ann Fleischman, First Vice President Frank Kost, Treasurer Dotty Victoria, Third Vice President Ken Horsford, (sitting) Second Vice President James Farrell, Executive Vice President Bob Koltermann, President Ben Boczkowski and Sergeant at Arms George Kuyava.

Brunswick pact

BRUNSWICK — A two year contract containing raises of 50 cents per hour in January 1980 and five percent in January and July 1981 was ratified by Town of Brunswick employees, represented by the Civil Service Employees Assn.

The increases, say Brunswick CSEA Unit President Joe Montepare and CSEA Capital Region Field Representative Joe Bakarian "bring the town employees' salaries to a level competitive with the rest of the county."

Other provisions in the agreement call for an increase in the mileage rate, additional sick leave accumulation and personal leave and improvements in the vacation schedules.

The life insurance policy provided by the county for employees will be increased to $10,000 and the health insurance plan has been converted from the statewide plan to Blue Cross / Blue Shield to include a number of improvements, among them the dollar prescription plan, effective in 1981.

CHATHAM — The employees of the Chatham Central School District, represented by the Civil Service Employees Assn., have ratified a three-year contract with the school district, granting them salary increases of 40 cents per hour, retroactive to August 1, 1979, and seven percent increases in the hourly wage rates for August 1980 and 1981. An adjusted schedule of increases was established for new employees, starting with those hired after August 1, 1979.

The district has agreed to increase its share for the cost of the employees' health insurance program to 85 percent for family coverage and 100 percent for individual in 1980, and 100 percent for each in 1981. In addition, the employees now have the Community Health Plan option.

Other benefits include a sick leave buy out of 75 cents per hour for accumulated hours at the time of retirement, new contract language for leaves of absence, personal leave, vacation.Seniority and posting of job vacancies and the establishment of four new titles within the bargaining unit.

The negotiation team were Terry Fenof, Paul Nahaus, Elmer Keller, Jeannette Piro and Ed Borsch.

Three-year pact ratified in Chatham
Q. My neighbor is no longer able to work because of a spinal condition. I was age 43 or older need additional credit depending on their age and when their disability began.

Q. My neighbor thinks I might be able to get SSI payments because I have very little income. The only assets I own are my furniture, house, personal belongings. Would they count against me?

A. An individual may have resources (assets) worth up to $1,500 and be eligible for SSI. Not all resources are counted toward this $1,500 limit. Starting November 1, 1979, personal effects and household goods with a total equity value (actual value less money owed) of $2,000 or less are not counted. If the total equity value exceeds $2,000, the excess is counted toward the resource limit. (Prior to November 1, personal effects and household goods with a total market value of $1,500 or less did not count.) For more information, contact any social security office.

Q. My daughter, who is severely handicapped, attends vocational training at a local institution. I've heard that people in public institutions aren't eligible for SSI payments. Does this rule apply to my daughter?

A. In general, a person who is an inmate of a public institution is not eligible for SSI payments. However, if a person is a resident of a public institution primarily for approved educational or vocational training, he or she may be eligible for SSI. For more information, contact any social security office.

Heart telethon set

Richard Tarmey, Chairman of the 1980 Heart Telethon in the Montgomery-Schoharie County areas, has issued an appeal to all CSEA Locals, Units, and members in the Greater Tri-County Capital District to actively support the Heart Telethon scheduled for Sunday, February 3, 1980 from Channel 6 Cablevision.

Mr. Tarmey is urging all CSEA State, County, and other subdivision Locals and Units, including retirees, to participate in this worthwhile event by tuning in and, if possible, show some CSEA "HEART" with generous contributions.

KEEP CSEA INFORMED ON MAILING ADDRESS

In the event that you change your mailing address, please fill out the below form and send it to:

CSEA, Inc., P.O. Box 125, Capitol Station, Albany, New York 12224.

This form is also available from local presidents for CSEA members, but is reproduced here for convenience.

Change of Address for 'The Public Sector'

Please allow 3-4 weeks for change to take effect.

My present label reads exactly as shown here (or affix mailing label)

Name: ____________________________
Street: ___________________________
City: ____________________________ State: __________ Zip: _______

MY NEW ADDRESS IS:
Street: ___________________________
City: ____________________________ State: __________ Zip: _______

Agency where employed: ____________________________
My social security no. ____________________________

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Publication Office, 75 Champlain Street, Albany, N.Y. 12224 - (518) 465-4591

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Westchester unit may adopt no contract, no work position

WHITE PLAINS — Westchester County Unit President Raymond J. O'Connor is asking the almost 6,000 members of the unit to support a no contract-no work position.

O'Connor is asking for that commitment in a questionnaire mailed to the membership. The questionnaire deals with member suggestions for negotiating the next CSEA-county contract.

The present contract expires at the end of 1980.

O'Connor is hoping such a commitment will place the county on notice that negotiations cannot be dragged out and the county must come through with a descent offer.

In a letter sent to the membership, O'Connor said: "In order to emphasize your support, I ask you to endorse a no contract-no work position for January 1, 1981. This will put the administration on notice that we will not stand for delays or stalling tactics and that we are determined to achieve a fair, just and equitable contract that will protect our wages from the erosion of inflation."

Also in the letter, O'Connor warned "negotiations that will begin next year (1980) are going to be very critical to us and chances are they will be extremely difficult. We have a lot of work to do to insure the success of these negotiations."

He sent the letter and questionnaire in December so the unit, which is part of CSEA Local 860, will arrive at its negotiating positions early. He pointed out how delays helped force the unit to accept what has been termed a poor contract in 1978.

O'Connor said: "More importantly, that delay cost us all dearly, in that we were forced to settle for a poor economic package or strike. If we are going to take strong action in the future, let it be on our terms, not theirs."

In a related matter, O'Connor spoke at a public hearing before the Westchester County Board of Legislators on Dec. 17. The salary of the 1980 legislators were expected to increase more than 23 percent with the approval of the 1979 board. That approval was voted three days later.

O'Connor, in part, said: "We approached the county executive and the Board of Legislators with a request for an economic adjustment. It was rejected by the county executive, and the Board of Legislators received our request with resounding silence."

"One reason for our request for an adjustment was that in the next round of negotiations, it is going to be difficult for us to catch up to the cost of living."

WESTCHESTER UNIT PRESIDENT Raymond J. O'Connor speaks before the Westchester County Board of Legislators December 17 during a public hearing on a proposed salary increase for managerial personnel, including the legislators. The present CSEA-Westchester contract expires at the end of 1980.

Directory of Regional Offices

REGION 1 — Long Island
(516) 691-1170

REGION 2 — Metro Region
(212) 962-3090

REGION 3 — Southern Region
(914) 896-8180

REGION 4 — Capital Region
(518) 489-5424

REGION 5 — Central Region
(315) 451-6330

REGION 6 — Western Region
(716) 634-3540

Above, AMONG THOSE ATTENDING the Westchester County CSEA Local 860 annual Christmas party last month were Local 860 First Vice President Carmine LaMagna, Putnam County CSEA Local 840 President Millicent DeRosa, Local 860 President Pat Mascioli and CSEA Region III President James Lennon.

Above right, THIS GROUP AT THE LOCAL 860 party are, from left, Unit Sergeant at Arms Anne Reale, Unit Second Vice President Marlene High, CSEA Collective Bargaining Specialist Ron Mazzola, Unit President, Raymond J. O'Connor, Westchester Local Third Vice President Janice Schaff, and Unit Treasurer Jim Marino.

Right, THE LOCAL 860 PARTY COMMITTEE is joined by Local 860 President Pat Mascioli, second from left. Committee members are Grace Ann Aloisi, Pug Lanza and Eleanor McDonald.
ROCHESTER — "It's a disaster waiting to happen."

That's the description given the safety situation on Dam 10 of the state canal system by Robert L. Lattimer, president of Western Region 6 of the Civil Service Employees Assn.

Lattimer, who together with Regional Director Lee Frank recently inspected the Court Street dam (as it is more commonly known), said the safety conditions for workers on the deteriorating structure on the 300 ft. wide Genesee River in downtown Rochester are "incredible."

Among the violations are lack of guard rails, rusting support beams under steel mesh walkways, uneven walkways, lack of lights, and loose or missing mesh screens.

Dale Hatch, President of CSEA Local 504, to which the workers belong, said he had given the final deadline to the state a month ago after having advised the state of the conditions on the dam for "several years."

Bill Showman, chief operator of the facility, said he has detailed the safety conditions in his reports every week for seven years. He said the only "improvement" in that time has been the installation of a gate to keep out trespassing youths. Since anyone can simply go around the gate, the situation is actually made more dangerous because now access is by way of the crumbling concrete edge.

Hatch says that the men have offered to correct some of the problems "if the state provided the concrete," and he had conveyed that message to the state of the conditions on the multi-level dam. Railing was found to be "wobbly" and there is no protective mesh screen. Lattimer called the dam "a disaster waiting to happen."

ON INSPECTION TOUR of downtown Rochester dam, CSEA Region VI President Robert L. Lattimer, left, and CSEA Regional Director Lee Frank, center, said the state of the Court Street Dam by a recent inspection tour.

UNLEVEL STEEL MESH WALKWAY is supported, in places, by beams which are rusting away. There are no lights here nor elsewhere on the more than 300 feet of walkways, even though the dam is manned 24 hours daily. At left are visible some of the tangled wires which are screens all over the aging structure.

HE NEARBY GATES operated by Rochester Gas and Electric Co. are the same as the Court Street Dam, and have adjustable guardrails and life line chain hooks.

ON INSPECTION TOUR of downtown Rochester dam, CSEA Region VI President Robert L. Lattimer, left, and CSEA Regional Director Lee Frank, center, said the state of the Court Street Dam by a recent inspection tour.
Win or lose on strength

GREAT GORGE, N.J. — The importance of union solidarity and the winning of important grievances was stressed by a number of speakers at the recent Metropolitan Region II Training Workshop.

AFSCME International Secretary-Treasurer William Lucey said, "Grievances are won and lost based on the strength of the union. They have power. We can only muster cooperation. We must show them that we are together.

"Togetherness is the key to a strong union. Unless we are together, we won't even have the respect of management, let alone the fear of management. He added, "Respect of the union leads to fairness by management."

CSEA Field Representative Bart Brier went one step further. "The grievance is our weapon, our sword. To make it a reality requires work from the local level," he said.

Brier said that a local can argue its case against a management decision. "We must show them the strength of the union."

CSEA Attorney Richard Barzilai explained improvements in the Article 32 disciplinary procedure of CSEA State contracts.

CSEA Field Representative Bart Brier goes to his local to demonstrate its strength to management and will establish the respect of management. This will force management to settle at a low level," Brier said.

Field Representative Al Semick added. "The grievance is our weapon; our sword. He stressed using proper investigative techniques in fighting grievances, including listening to the grievant, finding witnesses and taking notes. "Try to win at the first step," he said.

Lucey also spoke on the current political climate, looking out at politicians who shoot from the hip about public employees. "Politicians don't know their own jobs let alone ours. If politicians would spend one day in the wards of Willowbrook, Creedmoor or Manhattan State to see the work we do; or if they would work in an institutional kitchen without air conditioning, they would see the things we do are valuable to the quality of life in our society," Lucey said.

REGION II FIELD REPRESENTATIVE Bart Brier explains the importance of winning grievances to demonstrate a local's strength.

Below: AFSCME INTERNATIONAL SECRETARY-TREASURER William Lucey, left, speaks at the Region II Training Workshop about unity. Listening is Region II President Jimmy Gripper.
Where Would You Be Without Them?

**Cindi Christiano**
Motor Vehicle License Inspector

The car in front of you is signaling to make a left turn. As you cautiously approach it, the driver suddenly makes a right-hand turn directly in your path. You hit the brakes, narrowly avoiding a crash. What you don’t know is that riding in that car is Cindi Christiano, who has just flunked that driver from getting a New York State Driver’s license.

These are the kinds of risks Cindi must take every day as she road tests potential holders of all classes of driver’s licenses. And she’s tough. They better know how to drive or they don’t get the license.

Cindi Christiano, a public employee, helping keep unqualified drivers off the road. Because your life is at stake.

**Dan Sharron**
Lab Technician

Mercury is great for thermometers. But it’s deadly in drinking water. Not to mention chromium and lead. That’s why water samples from all over New York are continuously analyzed to be sure you’re drinking what you think you’re drinking and not being slowly poisoned.

As a lab technician, Dan Sharron literally has your life in his hands. He must be accurate and precise. Because if there are pollutants in your water supply, they can kill more than just fish.

Dan Sharron, a public employee, helping keep water pure. So when you turn on the tap, there are no deadly surprises.

**Lois Evans**
Therapy Aide

It’s enough to break your heart. This beautiful child is mentally retarded. You’re trying to communicate with him. Nothing. You’re trying to teach him how to walk. Nothing. To talk. Again, nothing. But you don’t quit, because deep in the child’s big brown eyes you can sense a precious human being trying just as hard as you are.

You’re Lois Evans, Therapy Aide in the Department of Mental Hygiene. And you’re not about to let this child become another forgotten person. You use every ounce of skill at your command to help him grow as much as he is capable. Because if you don’t, who will?

Lois Evans, a public employee. Helping those who literally cannot help themselves.

Public Employees... where would you be without them?

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“Public service is the most dangerous profession in New York State, and it is unconscionable to allow workers to be injured, maimed or killed in occupational accidents that are preventable by reasonable safety standards.”

—CSEA President William L. McGowan

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**CSEA**

the union that works for you
Installation, party mark the holidays

WEST SENECA — New officers of West Seneca Developmental Center CSEA Local 427 were sworn in by CSEA Region VI President Robert Lattimer during the local’s annual Christmas dinner and party last month.

Installed were President Elaine Mootry, Vice Presidents Debra Lee and Evelyn Hoffman, Recording Secretary Bill Kammerer, Corresponding Secretary Barbara Biniecki, Treasurer Dorothy Hartnett. Also, Delegates Joanne Busse, Marge Bourke, and Amelia Clay.

Installed as members of Local 427’s Board of Directors were Ray Girard, Dave Franz, Mel Muck, Phil Heimburg, Cathy Naif, Mary Busse, Glenn Worthy, Martha Lombardo, Richard Marks, and Joan Weaver.

GLEN WORTHY was sworn in as a member of the local’s Board of Directors.

Among new officials of Local 427, shown at dinner party following being installed, are Corresponding Secretary Barbara Biniecki and Vice President Debra Lee.

Far right, among those attending the Local 830 annual Christmas party were, front row from left, Village of Freeport Unit President Bob Ford, Collective Bargaining Specialist George Peak, and Field Representative Mike Aiello. Standing from left are Floral Park Unit President Phil Berlingieri, Local 830 President Nicholas Abbatangelo, Regional Atty. Richard Gaba, and Field Rep John O’Sullivan.

Above, a casual pose is struck by these people attending the CSEA Region III annual Christmas party last month at the Holiday Inn, Newburgh.

Left, this group adopted a slightly more formal pose as the roving photographer made the rounds of the Region III party.
Lift suspensions

NEW YORK CITY – The illegal suspensions of the grievance chairman and stewards of Downstate Medical Center CSEA Local 646 were rescinded on Dec. 17, 1979, according to Metropolitan Region II Director George Bispham.

Grievance Chairman Lloyd Graham and stewards Jay Helsgott and Al Mirabile were removed from suspension without loss of pay by Downstate Vice President Howard Dorfman following a meeting with union officials on Dec. 17. Bispham said.

Attending the meeting for the union were Bispham, the three suspended members, Local 646 President Frances DuBose, stewards Rupert Mayers and Anita Schiowitz, and CSEA Field Representative Bart Brier. Management people included Downstate Assistant Vice President for Facilities and Planning James McAvedy and Personnel Director Larry Kram, Bispham said.

He said the problems started when McAvedy instructed supervisors in the maintenance and operational areas of the medical center to require employees on legitimate union activities to obtain passes. Employees who violated the directive were to be charged with insubordination, he said.

Bispham said this was a violation of the CSEA-State contracts. Graham was suspended on Dec. 10 and Helsgott and Mirabile were suspended on Dec. 12, he said.

Bispham met with the personnel director, Kram, on Dec. 13, and was told the suspensions were with pay and Vice President Dorfman would return from vacation on Dec. 17.

At the Dec. 17 meeting, Bispham said he told Dorfman the maintenance and operational employees were "prepared to walk" unless the suspensions were lifted and McAvedy was kept out of labor relations.

Bispham reported Dorfman said the suspensions were in error, labor relations would be left to the personnel department and CSEA grievance-related activities would not be interfered with by management.

Following the meeting with management, the results of that meeting were announced at a meeting of the operational and maintenance employees who were elated by the results, Bispham said.

"We served notice on any administrator in this region that we will not tolerate management interference with the internal operations of our union," he said.

New supervisor named

BERLIN — The hiring of a new transportation supervisor in the Berlin Central School District is being hailed by the Civil Service Employees Assn. as an opportunity to foster better relations between labor and management.

The new supervisor, Douglas Carter, replaces a supervisor with whom the union had "a very poor rapport," says Joseph Bakerian Capital Region CSEA field representative.

Prior to hiring Carter, district officials held several discussions with the CSEA and told union representatives it would take their feelings into account when considering candidates for the position, Bakerian continued.

Welcoming Carter to the school district his first day, Shirley Sweeney, president of the Berlin School District CSEA unit, was quoted as saying "the union is looking forward to being able to bring critical problems to the supervisor and the board of education.

Bakerian noted that there was a devastating employee morale problem under the former supervisor "due to his practice of indiscriminately applying seniority and showing favoritism when assigning extra runs and overtime."

AN IRANIAN FLAG IS BURNED as part of a rally on December 29 sponsored by the Department of Public Works Unit of Nassau County CSEA Local 830. The rally was to show support of Americans being held hostage in Iran and to protest that hostage action. In this photo, DPW Unit President Ralph Spagnolo holds an American flag while Parks and Recreation Unit President Thomas Gargiulo, Local 830 President Nicholas Abbatteiolo and other members burn the Iranian flag.