BUFFALO — Appearances by Gov. Hugh Carey, Comptroller Edward Regan and AFSCME President Gerald McEntee will highlight the 72nd annual CSEA Delegations Convention Oct. 10-15 at the Buffalo Convention Center.

More than 1,300 delegates face a full agenda at the meeting, including bargaining unit seminars, a variety of workshops, committee reports.

(Continued on Page 15)

AN ALL-OUT PUSH TO ELECT NEXT GOVERNOR

Union propels Cuomo bandwagon toward Nov. 2 election victory

ALBANY — With the sweet taste of an upset victory in the New York Democratic Gubernatorial Primary still fresh in mind, less than two weeks after Lt. Gov. Mario M. Cuomo stunned political observers by defeating New York City Mayor Ed Koch, CSEA was already at work for another Cuomo victory in the Nov. 2 general election.

"We did everything we could to get Mario Cuomo to the point where he is now and we have succeeded," an elated CSEA President William L. McGowan said following the stunning primary victory, "but it won't mean very much if we don't turn that primary victory into a victory for the people of this state on Nov. 2."

On March 10, when the state's largest public employee union announced its selection of Cuomo as the first candidate ever endorsed by the union in a gubernatorial primary, most political observers scoffed at his chances for victory against Mayor Koch. Starting with a 37 point gap in the polls favoring Koch, Cuomo bit-by-bit attacked the lead until Sept. 23, when many observers considered Koch's victory likely, though less than certain.

Most news analysts now credit the all-out effort by CSEA and other state labor unions with turning the uphill Cuomo effort into a success.

On Oct. 1, CSEA's Statewide Political Action Committee, acting on the unanimous recommendation of the union's statewide officers, officially extended the union's primary endorsement into an endorsement in the general election against millionaire Republican Lewis Lehrman.

Lehrman, a retired executive from his family's pharmaceutical business, has a clear position on many issues critical to public employees. He has promised to cut state employee jobs, cut state taxes, freeze local expenditures (thus threatening local government workers), turn some state mental hospitals into prisons, oppose reform Tier III of the state's public employee pension system, and he opposes reform of the unfair provisions of the state's Taylor Law.

It's no surprise, therefore, that Lehrman has already mounted a desperate offensive against Cuomo, accusing him of being "financed, organized, managed and directed by public union bosses."

Another aspect of the apparent Lehrman strategy is to paint Cuomo as "a left-wing liberal," who believes in continued high government spending which drives private employers out of the state.

The lieutenant governor, meanwhile, is telling voters of Lehrman's close links to Reaganomics and its supporters. And Cuomo is pointing out to reporters that it has been the Carey (Continued on Page 10)

CELEBRATING CUOMO VICTORY on election night in Buffalo are, from left, June Forman of CSEA Region VI Political Action Committee; Region VI PAC Co-chairman Dominic Savarino; and Erie County CSEA Local 815 member Barbara Justinger. Cuomo victory ignited similar celebrations by public employees all across the state.
Region VI Conference

Focus on anti-labor groups, governor's race

According to Donahue, the collective bargaining process is being denied by the Reagan administration. He cited the PATCO strike of 1981, which saw the Reagan administration fire 11,000 air traffic controllers, and the more recent Locomotive Engineers strike, where legislation was hastily enacted to force strikers back to work, as examples.

"It's a shame and an irony that the very issues that PATCO cited as the reasons for withholding their services turned up as 'needs to be addressed' by a Reagan-appointed advisory board after the controllers were fired," said Donahue. "The case of the Locomotive Engineers, who don't even work for the government, is another example of how anti-labor this administration is."

Donahue went on to name more than 80 companies, organizations and corporations whose track records show a concerted effort at defeating the collective bargaining process. Many of the names mentioned were household corporate names, while others showed a large number of individuals and companies who make a lucrative living as union-busting consultants.

"We've all got to remember that as workers, we share a common bond that supercedes all other labels such as Democrat, Republican, Catholic, Baptist, and the like," said Donahue. "Our biggest job is to elect candidates in the November elections that will be in tune to the needs of workers, and to work toward sweeping this anti-worker administration in Washington out of office in '84."

The political consciousness and activism that have been growing within CSEA over the last few years were cited as the necessary ingredients that were in great abundance during the Cuomo primary campaign, according to Region VI President Robert L. Lattimer.

"The hard work put in by Dominic Savarino, Florence Tripi, June Ferner and the many others who manned phones, stuffed envelopes and got out the vote in the primary campaign are examples of what will be needed tenfold in the upcoming general election," he said.

In other business, region delegates honored Statewide Treasurer Barbara Fauser, and learned of the departure of three long-time CSEA activists.

At a luncheon in her honor, Fauser, the former region treasurer, was presented with a plaque thanking her for her past work and wishing her success in her new elective position.

Lattimer called it a "bittersweet" duty in announcing the retirement of two long-time union stalwarts and the promotion of another.

June Ferner of West Seneca Schools Local 988 retired this summer, but worked practically every day in behalf of the Cuomo campaign, and will continue to work in the general election. "June has always been very active in behalf of her fellow CSEA members as a member of the CSEA school board members as an official in her local," said Lattimer. "Her efforts working along with her CSEA members in the primary campaign is just typical of her willingness and commitment."

Sylvia Ebersold, president of Rochester Local 012, was thanked for her long-time union activism, which included heading CSEA's Statewide CETA Committee and Department of Labor labor/management Committee.

Ebersold's promotion to senior compensation claims examiner takes her out of the bargaining unit. Succeeding her as local president is John DeFiore of the Tax and Finance Department.

Regional First Vice President Genevieve Clark, who is retiring, leaves a long-time record of activity on several fronts. "She's been behind the scenes, spending untold hours representing CSEA. This region not only recognized it, but CSEA and all public employees in this state owe Gen Clark one hell of a lot more than we will ever be able to repay her," said Lattimer. Plans are underway for a Nov. 13 dinner honoring Clark.

In other activities, County Workshop representatives at the conference attended a presentation on contract negotiations by Regional Director Lee Frank.

While pointing out that "every negotiation is different," Frank noted there are basic preparation steps that are helpful in making the process as effective and thorough as possible, such as soliciting proposals from members.

"Every member should get a proposal form 10 months before the old contract expires," he said. "The negotiating committee will then screen all proposals before submitting them to management."

The selection of the negotiating committee may vary from school district to political subdivision, local or unit, "but the group must be representative of its members," said Frank. After screening and researching proposals, the committee should decide how to operate and set its own rules. The letter to employer to begin negotiations should be sent seven months prior to expiration of the old contract. The first meeting with employer should develop ground rules for negotiations, Frank said, and the next meeting should always be scheduled before leaving the bargaining table.

Discussion of proposals should be limited to the members of the committee, and under no circumstances should matters be discussed or acted upon to be negotiated through the media. He also suggested all agreed-upon proposals be initialed at the table and dated to preclude any potential disagreement later.

Approaches to budget analysis, retroactivity, representational limits, and mutual confidentiality were explored for the County and School District members, while the State Workshop members heard an in-depth presentation about the Committee on the Work Environment and Productivity from CWEP Assistant Director Guy Dugas.

The next Region VI conference will be held Jan. 28 and 29 in Rochester.

Painted Post — The largest and most active anti-labor organization in the U.S. is the Reagan administration, and the record proves it.

So said Humphrey Donahue, the national field representative of the AFL-CIO, and guest speaker at the recent Region VI Fall Conference at the Painted Post Holiday Inn.

"The record proves that the Reagan administration caters to big business and wealthy corporate interests that deny workers' rights," Donahue said.

Donahue's remarks highlighted a full schedule of region conference activities that included preparation for the CSEA Statewide Delegate convention, to be held in Buffalo Oct. 10-15; assessment of the successful Cuomo primary campaign; and plans for even more intense involvement in the general election campaign.

Painted Post — Statewide Treasurer Barbara Fauser receives plaque of appreciation from Region VI President Robert L. Lattimer. Fauser, the former region treasurer, was awarded the plaque at a luncheon in her honor.

Guest Speaker — Humphrey Donahue of the AFL-CIO takes the podium at the Western Region meeting for a discussion on anti-labor organizations and what the AFL-CIO is doing about them.

Unionists share concerns — Conference participants Richard Marks, left, Robert Mootry and Debbie Lee, president of West Seneca Local 427, converse during one of the conference workshops.
Suffolk Local 852 in protest

‘What do we want? A contract! When do we want it? Now!’

HAUPPAUGE — Chanting and shouting, almost 2,000 CSEA members picketed outside the office of Suffolk County Executive Peter Cohalan to protest the county’s nine-month stall of negotiations with Suffolk County Local 852. The demonstration — which some veteran CSEA leaders described as the most successful ever held in the Long Island Region — showed the solidarity of 7,000 CSEA employees of Suffolk County.

The pickets chanted: “What do we want? A contract! When do we want it? Now!”

They carried placards such as: “Nine months — It’s Time to Deliver,” and “Stop Jacking Around With Our Contract.” The latter signs were a play on the name of the county’s chief negotiator, Jack Farneti, a former Teamsters Union official, who triggered the collapse of negotiations in mid-summer after he showed up at only four of the 15 negotiation meetings.

Others took up a new chant when someone opened a window in Cohalan’s ninth-floor suite of the H. Lee Dennison County Office Building to see and hear the demonstration. Looking upward, they chanted: “Jump, Peter, Jump.”

Meanwhile, another group demonstrated at the Riverhead County Center, cheered by the size of the turnout and the enthusiasm of the members, Suffolk Local 852 President Charlie Novo declared, “Now, I know we can win.”

The picketing was, although enthusiastic, quite orderly and peaceful. Citizens called to jury duty inside the Dennison Building said they were sympathetic to the pickets. Most of the jurors interviewed said they had not been aware that the county workers had been working without a contract for nine months, and considered that unfair.

On the picket line, most CSEA members interviewed said it was the first time they had picketed but that they were eager to do it. They said things like: “The county is stalling;” “We are employees, but not slaves,” and “Cohalan is not going to get my vote.”

The showing of solidarity apparently rattled the county executive. He was quoted by the local media afterwards as calling the union leadership “mindless” and “incompetent” people who were “trying to rape the taxpayers.”

Second fact finder appointed in on-again, off-again Suffolk negotiations

HOLTSVILLE — The on-again, off-again Suffolk County-CSEA contract negotiations were on again last week as the Suffolk MINI-PERB appointed a second fact-finder.

The new mediator-fact finder Philip Ruffo, replaced Mario Procopio who withdrew last month citing his membership in a CSEA retirement fund.

Ruffo conducted his first mediation session on Oct. 4 almost a month after the CSEA was last able to force the county to the bargaining table.

“The county can run, but it can’t hide from the fact finder. Now at last, the truth about their so-called offer to us will come out. They have been consistently lying about it in the press,” said Charles Novo, president of Local 852.

The CSEA has been trying to get the county to sit down with a mediator or a fact finder since June 30 but county negotiator Jack Farneti has been either “unavailable” for mediation sessions or has challenged factfinders’ qualifications in a patten of “stalling tactics” the CSEA says.

Moreover, the county’s attitude has hardened in the past ten weeks say Local 852 leaders. After last month’s highly successful demonstration, Cohalan issued a statement accusing the Local 852 leadership of “incompetence” and claiming that the county was offering employees a 25 percent wage increase over three years. Novo said that when the increments are deducted, the county’s offer is only 10½ percent.
ALBANY — An application by the state Bridge Authority to remove 10 employees — five bridge managers and five assistant bridge managers — from the CSEA bargaining has been rejected by the Public Employment Relations Board.

The Authority had argued that the positions were managerial but also acknowledged they had no role in policy formulation. PERB Director Harvey Milowe, who heard the case, noted, “While the bridge managers may have certain discretion to schedule shifts and distribute overtime work, the extent of their discretion is itself circumscribed by the contract. Therefore, they do not exercise independent judgment or play a major role in the administration of agreements.” He also observed that in the past a bridge manager has sat as a member of the CSEA negotiating team. Milowe, consequently, dismissed the application in its entirety.

The decision affects employees who work on five different bridges which span the Hudson River.

CAN’T GO TO THE POLLS NOV. 2nd?
GET AN ABSENTEE BALLOT
AND YOU STILL CAN VOTE FOR MARIO CUOMO

NO ONE HAS TO LOSE THEIR VOTE SIMPLY BECAUSE THEY CANNOT GET TO THE POLLS ON NOVEMBER 2ND. YOUR VOTE CAN STILL COUNT!

If you or someone you know will be traveling that day, or on vacation, or on sick leave, or disabled, or away at school — that vote can still count.

Absentee ballots can be obtained by contacting your local county Board of Elections for an application. Once received, absentee ballots must be received in the appropriate Board of Elections by October 26. However, if an individual becomes ill or disabled after October 24, the ballot may be filed by November 1 and still be counted. Absentee ballots should be delivered in person to the board of elections if possible.

Exercise your right to vote with an absentee ballot — Exercise good judgment; vote for MARIO CUOMO for Governor of New York State.

ALBANY — The Women’s Committee of Capital Region IV is sponsoring a writing contest, open to all female members in the region.

Contestants may submit essays of any length, on any subject, which relates in some way to the following general statements concerning the purpose of the Women’s Committee: to better the quality of life of CSEA members; to promote better job opportunities for CSEA women; to work for the betterment of all conditions affecting CSEA members; to enhance the public image of all public employees; to provide a vehicle by which the above can be accomplished through the efforts of the Women’s Committee and all interested CSEA women and men.

A $25 prize will be awarded to the winning essay. Entries must contain at the top of the paper the writer’s name and mailing address, CSEA local number and location; whether or not the local has a Women’s Committee and, if so, the committee contact person; and a response to the question, “What does the number 201 represent to you?”

Entries and questions should be submitted to E. Marilynne Whittam, Box 154, RR 3, Averill Park, N.Y. 12018.
WESTCHESTER MEDICAL CENTER

HAZARDOUS TO YOUR HEALTH?

By Stanley P. Homak
CSEA Communications Associate

VALHALLA — "If it corrodes the pipes, I'd like to know what it's done to me."

Technician Phyliss Torrier contemplates that concern as she takes a break from her busy routine operating ultrasound equipment at the Westchester Medical Center, glancing at a leak in the overhead plumbing which causes a mixture of urine, water and formaldehyde to ooze out.

The leak, traceable to a renal dialysis machine four floors above, is typical of several horrendous health hazards which exist at the 400-bed facility, according to Susan Wein, who chairs the CSEA county unit's health and safety committee.

Wein recently toured the facility along with Chief Shop Steward Doug Mullen and business agent Mary Naylor Boyd. They checked out the faulty pipes and noted that when CSEA first lodged a complaint, the county put some rubber matting down to alleviate the problem, but to no avail. Then, management tried to pin the troubles on personnel, but finally relented and admitted the fault was in the copper plumbing. The fluids being drained were too corrosive. Plastic pipes would have to be installed, but that would be expensive, so both technicians and patients would have to persevere and risk the consequences.

Boyd calls it "the cold room," and storekeeper Leo Markar warns, "it's freezing in here." What they're referring to is the Pharmacy Bulk Distribution Center which is another major trouble spot for employees.

The distribution center is a warehouse-type facility located in the hospital's basement. It has one problem: no heat. Temperatures never reach higher than 60 degrees, and can go down to the low 30's.

Bill Marras, one of six full-time employees there, says they survive by wearing lots of extra clothing, which they shed when going out on their rounds distributing supplies. He also notes that running back and forth exposes them to extremes in temperatures and makes for an unhealthy work environment.

CSEA has demanded the problem be corrected. Estimates are it would cost $15,000 to do so. The county (with an annual budget approaching $500 million) says it doesn't have the money.

Thus far, management has agreed only to install portable heaters, even though the electrical service is reportedly inadequate to support them. Complains Markar, "We need permanent heaters that are off the floor, not some patchwork solution."

Meanwhile, Wein finds it ironic that while hospital administrators give top priority to patient care, they do comparably very little for the health and safety of their employees.

CHIEF SHOP STEWARD Doug Mullen, left, solution clerk Bill Marras, and business agent Mary Naylor Boyd all complain that the cold temperatures make for an unwholesome work environment.

STOREKEEPER Leo Markar tells Susan Wein that while everybody agrees it's cold there, the county refuses to fix the problem, even though it would only cost $15,000 to do so. Wein chairs the county unit's health and safety committee.

"the county worries more about its finances than... about the health and safety of its employees..."
An open house for CSEA's Labor Institute

ALBANY — Anticipating a successful session of Labor Institute seminars this fall, the CSEA Department of Education and Training hosted an open house recently for statewide officers and education committee members.

The open house was designed to familiarize union officials and members with the innovative program, which is, "one of a few of its kind in the country," says CSEA Director of Education and Training Thomas Quimby.

After a presentation by Quimby, members were briefed on the schedule of courses being offered this fall in each of the six regions.

The Institute's seminars are broken down into three subjects: Principles of Unionism, Applied Principles of Unionism and Advanced Union Studies. Upon the successful completion of a seminar, members receive a certificate of achievement.

Contract intact for Hendrick school district employees

CORTLANDT — A contract is now in place for employees who make up the CSEA unit of this northern Westchester County School District.

Collective Bargaining Specialist Ron Mazzola explained that the three year pact, retroactive to July 1, awards an 8 percent pay hike this year, 7 percent in 1983, and another 8 percent in 1984. The district has also agreed to increase its annual contribution to the employees' Dental Welfare Fund. Moreover, in 1983 service increments paid retiring employees will go up to $120 for each year of the first ten years on the job, and $150 for each year of service thereafter.

The settlement further guarantees that there can be no change in the health insurance carrier which would reduce benefits, allow for three floating vacation days, and provide meal allowances that will be adjusted to reflect current prices.

The unit, which belongs to Westchester County Local 860, is made up of maintenance, custodial and transportation personnel. Cleo Cuevas is unit president, and he was assisted in negotiations by Barbara Begany, Ed Kear, Charles Lape and Bruce Lounsbury.
**REGIONAL PRESIDENT REPORT**

**LONG ISLAND REGION**

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Hauppauge, N.Y. 11788  
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**DANNY DONOHUE**  
**PRESIDENT**

This is a time of testing for the CSEA. In the past year, we have all seen brothers and sisters fired or laid off, jobs abolished, attempts by management to reduce benefits and employee rights and outright attacks on union members who feel we are weak and vulnerable.

During this period of testing, however, we have faced ranks and fought back against our enemies. In so doing, we have not only survived, but we have endured to become a stronger union than ever before.

On the local government level, we are facing prolonged and difficult negotiations. More negotiations than ever before are ending up in legislative imposed contracts.

In Suffolk County, we are engaged in a bitter struggle with a conservative administration which is attempting to negotiate in good faith. The appearance in a recent demonstration of CSEA locals from other regions — including Regions Two and Three — sent a message to Suffolk that not only do we mean business but that we have broad-based support from other workers in our struggle for a just and equitable settlement.

Last year, working smoothly as a team, CSEA members at that same government’s efforts to fire 600 employees out-of-hand in a so-called budget measure. Insisting on our rights, we managed, through carefully supervising bump-and-retain procedures and by insisting that personnel be transferred to funded but vacant positions, to reduce the number of actual firing to under 25.

We have been fighting our enemies in government by organizing our members into an efficient political force that, because of its voting power and ability to make sizeable contributions to campaign funds, is wielding growing influence in the corridors of power. We believe that our efforts in the Cuomo campaign helped to diminish the Koch victory on conservative Long Island and made us a force to be reckoned with in local politics.

Back pay, restored hours for custodial employees

CENTRAL ISLIP — Eighteen part-time custodial employees of Central Islip Union School District, whose working hours were reduced by the school district without negotiations, had their hours restored and last week received more than $2,000 each in back pay as a result of an arbitration CSEA won on their behalf.

“We proved with this decision that school districts have to abide by the terms of a negotiated contract,” said Walter Weeks, president of Local 870 which represents the employees.

In December, 1978, the school district changed the part-time custodial employees’ work schedule from four to three-hours a day and began paying them an hourly rate rather than with an annual salary.

The school district claimed the changes were made because of a financial crisis and that since the district had the right to hire and fire employees it also had the right to reduce working hours.

CSEA immediately filed a grievance claiming that the reduction in hours and salaries was a violation of its contract. The grievance, filed for Central Islip School District Unit President, Marve Santiago, by Field Representative James Walters, went through the entire grievance procedure and into the courts before it was sent back to arbitration.

An arbitrator ruled in March of this year that the district violated the collective bargaining agreement and that the district must restore the employees to their former status and pay them their full back pay.

Santiago credits the work of regional attorneys, Stuart Lipkind and Paul Bannos as making a major contribution to the victory. Walters said the decision would discourage other Long Island school districts from taking such “arbitrary and capricious action.”

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**Regional Report**

**All's not placid at Lake Placid**

LAKE PLACID — Four Improper Practice charges, including one of illegally contracting out, have been lodged against Robert Flacke, commissioner of the state Department of Environmental Conservation (ENCON), and chairman of the Olympic Regional Development Authority (ORDA).

The Civil Service Employees Assn. filed the charges on behalf of 125 of its members who were told on September 24 that they were being transitioned from state contracts into ORDA positions, which would not be covered by CSEA representation.

The Olympic Regional Development Authority was formed in 1981 for the purpose of bringing under one central control the administering and financing of the two sites which make up the Olympic area in Lake Placid. The Whiteface Ski Center is currently under the control of ENCON while the other Olympic facilities are owned and operated by the Town of North Elba.

Since the announcement of the creation of ORDA, CSEA has been attempting to negotiate the transferring of its members from state or local government contracts into the new authority. While local union representatives and other union personnel received numerous verbal assurances that ENCON and ORDA would meet to discuss the impact of the numerous changes with the union, no such session has been scheduled to date.

Meanwhile, 125 CSEA members at Whiteface have been told that they are to be transferred without CSEA contractual protection or representation.

CSEA Capital Region Officials believe ORDA Board Chairman Robert Flacke, who is also ENCON Commissioner, is attempting to contract out the jobs of the 200 employees so that the individuals could be hired without the union to represent them.
Angry union goes to court over termination of member

NEW YORK CITY — CSEA has gone to court on behalf of Bronx Developmental Center (BDC) Local 401 member Edward Johnson, a mental hygiene therapy aide (MHTA) terminated as a probationary employee after having successfully completed a formal one-year training program and being promoted to a higher grade in accordance with Office of Mental Retardation and Developmental Disabilities (OMRDD) regulations.

In papers filed in New York State Supreme Court, CSEA points out that Johnson, upon passing an open competitive examination, received a temporary appointment as a grade 7 MHTA trainee and began his formal one-year training program. He successfully completed the program and was promoted to a grade 9 MHTA position.

Then, after nearly 13 months of satisfactory employment at BDC, Johnson received a letter from BDC Director of Personnel Joseph Prezio, informing him that his “performance as a probationary employee at the center does not meet the standards which are necessary for permanent appointment to your new job title,” and terminating him from state service.

“Johnson, by the facility’s own records, was a good employee,” says BDC Local 401 President Ernest Punter. “The fact is that BDC, Prezio in particular, makes a practice of exploiting probationary employees by terminating them for phony or no reasons.”

Punter charged that “Prezio messed up this time; Johnson was never told his performance was in any way unsatisfactory.”

CSEA Regional Attorney Theodore Ruthizer, representing Johnson through the CSEA Legal Assistance Program, noted that Civil Service Law requires that a probationary employee be advised “from time to time during the probationary period” of his status and progress so that he will have the opportunity to correct any shortcomings that may exist.

The court papers filed by CSEA point out that Johnson successfully completed his training program, and, in fact, his “On the Job Training Checklist” shows that he “performed independently” nearly all the tasks required of his job.

However, Ruthizer cautioned that the key question in Johnson’s case is whether the satisfactory completion of a required training program followed by promotion to a higher level position constitutes satisfactory completion of a probationary period.

OMRDD regulations regarding the MHTA training program support CSEA’s position that by successfully completing the training program and being promoted an employee has passed probation. An OMRDD memorandum notes that “the new title (MHTA trainee grade 7) will carry a one year probationary period to run concurrently with the traineeship. All trainees will be required to complete this probationary period satisfactorily for advancement to therapy aide grade 9, or be terminated . . .”

Johnson completed his training program and was promoted.
CSEA has come a long way since the last regular Delegates' Meeting one year ago. We have the best contracts that state workers ever had. We have a Local Government Contract Task Force hard at work to bolster our local bargaining resources. We have proved once again that democracy can work in a modern labor union. And we have just proved the experts wrong and helped elect the first candidate this union ever endorsed in a gubernatorial primary election.

In a period when the economy is still on the rocks, when an enemy of organized labor is sleeping in the White House and when financial restraint continues to plague this union and its members we have still won some great victories.

Only a few weeks ago, this union was a major part of what some political observers are calling “the greatest political upset of the century.” Mario Cuomo stunned the state and the nation, by defeating an opponent who the media and the experts had preordained as the Democratic Party's candidate for governor.

But despite the experts' opinions, despite the mayor's far greater public recognition, despite being outspent better than two-to-one, Mario Cuomo set the political machine in this state on its ear and proved in the legislature. Too many high-priced “consultants” are telling employers to balance their budgets on the backs of our people because the Taylor Law gives them the power to do it.

Also, there are far too many CSEA members who feel cut off from their union. They don't feel like they have an identity in our union. They can't understand the daily reality of a bad economy, the highest unemployment since the Depression, continuing fiscal pressures on state and local government and a membership that simply isn't being treated fairly. Tier III reform was turned down again this year by the legislature. The increasing sophistication of local government negotiators and their hired consultants.

For our Brothers and Sisters in local government, my Local Government Contract Task Force began a detailed review of what CSEA is and isn't doing to help our local leadership bring home the best contracts obtainable for our local government membership. In three state bargaining units with 107,000 members, it's easy to focus the union's resources on negotiations. But in the literally hundreds upon hundreds of small bargaining units throughout the state, our union must do more to help local leaders cope with the continuing restraint on negotiations and the increasing sophistication of local government negotiators and their hired consultants.

I appointed the Local Government Contract Task Force to study the problems of local government negotiations, to reach out for ideas from local leaders, union staff and our international, and to put together recommendations to improve our bargaining services to local government units. In the next few months we will begin turning those recommendations into better contracts for local government membership.

CSEA's traditional commitment to union democracy was also put to the test this year. The members of our union had the opportunity in a freely conducted statewide election to choose their statewide officers. Three of us were honored by their vote of confidence. And Barbara Fauser was chosen by the members to guide the Treasurer's Office for the next three years.

There was also change in the leadership of our International as the result of the loss of Jerry Wurf, the man who is generally recognized as the builder of the greatest public employee union in the AFL-CIO. But the reins of leadership were quickly picked up by Gerald McEntee, an International Vice President from Pennsylvania, who has played an integral role in several subsequent CSEA efforts, most recently the successful battle to elect Mario Cuomo.

But despite our gains, we still face the greatest challenge that faces CSEA - are we being swallowed up whole by inflation. There were plenty of people who said we would pay a terrible price when Koch became governor. But we stuck with our principles and in the end we, and the people of this state, were the winners despite all the predictions.

CSEA displayed great political courage in making that endorsement so many months ago. But we believed, as the famous labor leader Eugene Debs put it, "It can be disappointing to vote for what you want and not get it, but it is much worse to vote for what you don't want and get it." To our credit, we got the candidate we wanted.

It was also a year for upset in the state contract negotiations that affect half of this union's membership. Everyone was predicting we would come away from the bargaining table with nothing. This was the age of the "givebacks" in private industry, they believed, and CSEA would fall in line. Instead we came away with a 32 percent contract over three years. It has some problems, let's be honest, but overall it is a great contract. The membership must feel so too, because it was ratified by a 19 to 1 margin, by far the greatest ratification in the history of this union.

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First, I would like to take a few moments of your time to thank you all so very much for your stay in the hospital. We are still open to you, the Membership, if there is anything that you need from my office, please do not hesitate to contact us. Once more, I wish to thank you for your interest and cooperation.

Now let me congratulate you as members of CSEA for the wonderful job that you did in supporting the endorsement of Marie Cuomo, and in standing behind the Governor of New York State. If any of you people can remember back, I have been preaching for a number of years that if we put our act together, we could elect the Governor of the State of New York. I am sure with your continued support, that is exactly what we will do. I ask all of you to work very hard for Governor Cuomo.

Our results for the fiscal year just ended, September 30, 1982, should be comparable and in line with projections made back in January 1981. The complete financial statements for the year just ended, including the certification by our outside, independent, public accountants, will be provided within a few weeks.

This past year has been one of high interest rates which allowed our Internet income to exceed our Budget expectations. This excess has been put back into General Operations to help offset the ever-increasing costs of postage, phones, travel, paper, etc. Other major expenses of the past year include negotiation costs, elections for both CSEA Statewide Officers and AFSCME Delegates, and our participation in the Biennial Convention of the AFSCME Convention.

As I am sure many of you know, the Office of Treasurer, to which I was elected, became a full time position effective July 1, 1982. The financial dealing of a Thirty Million Dollar Corporation, which we are, certainly requires it. All responsibility for finances, collection of income, investment, payroll, payables, inventory, reporting and local audits are handled by my office. I intend to maximize the advantage of the expanded position to become actively involved in all aspects of CSEA finances. One of my first objectives will be to encourage accurate and timely reporting from all our locals, as mandated by Article IV, Section 3(a) of the By-Laws. The trust, confidence and respect of local officers by the membership must be repaid with accurate and timely reporting.

The graph below illustrates your union business by showing how your dues were handled by your state office.

Now, I believe that the most important part of the Auditor's Office is the financial accountability of your CSEA dues. CSEA dues will take effect January 1, 1983. This increase will raise our dues structure to the new minimum dues rate for AFSCME locals. This change is required by the results of the Audit Committee of January 1, 1981, approved by CSEA's delegate body. The increase will be seventy cents ($0.70) a month for a new annual dues of $579.80. This is a seven percent (7%) increase over the current dues rate and is based on the average increase in public employee compensation. This amount is based on the average increase in public employee compensation. This amount is based on the average increase in public employee compensation.

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ALBANY — The upset win by Lt. Gov. Mario Cuomo in the Democratic gubernatorial primary race on Sept. 23 shocked many political pundits, and perhaps even stunned many of Cuomo's staunchest supporters as well. Influenced by political polls, opinions, odds and predictions, nearly all showing Cuomo's chances as hopeless, they probably overlooked the solid, grassroots campaign run by CSEA and other labor unions. In the end, it was the union campaign which is credited with carrying the day for Cuomo and defeating his seemingly invincible opponent, New York City Mayor Ed Koch.

The stunning win for Cuomo was not surprising to Joseph Conway, chairman of the CSEA Statewide Legislature and Political Action Committee. Nor was he surprised that so many political experts miscalled the results.

"What we did was accomplish what is considered to be the upset of the last 25 years in state politics. I don't think there's anyone that would dispute that," said Conway. "And we did that against a 37-point political poll edge given to Koch in March."

CSEA was the first public employee union to endorse Cuomo, and put together a comprehensive campaign to get out the vote for him. It was the first time in the union's 72-year history that it had endorsed a gubernatorial candidate in a primary race, but with the incredible come-from-behind win, the union seemed an old pro at engineering victories for political underdogs.

GETTING OUT THE UNION VOTE — Herm Parson of Rochester Psychiatric Center Local 420 mans phone bank in an effort to get out the vote for Mario Cuomo. CSEA-endorsed candidate for governor of New York State.

"The Cuomo victory didn't just happen. It involved a total team effort of our union," emphasized Conway. "Everyone was working together — the regions, the locals, the rank and file, the retirees, the leadership — in concert with the Political Action Department. We manned the phones and sealed the envelopes and worked the street corners and went house to house and made it a 'people' campaign."

While three other state unions eventually jumped on the Cuomo bandwagon, CSEA's position as Cuomo's first major champion made the ultimate victory that much sweeter.

"CSEA became an engine instead of a caboose," said Conway. "We had the moral courage and fiber, and the resolve, to make the primary campaign work. We said, 'We believe in this, let's work for it.' We didn't realize at the time the other big unions would fall in behind us.

"There was such dedication on our part. Without it, we wouldn't have gotten to first base. Our people were a magnificent unpaid army. They went wherever they were needed. You just had to marvel when you'd see them — at fund raisers, rallies, phone banks, or writing letters."

Although the joy of the stupendous election triumph lingers on for CSEA and other Cuomo supporters, Conway warns against getting up any campaign efforts now. With Election Day less than a month away — Nov. 2 — Conway says the steady, relentless campaign must continue, especially in light of Republican opponent Lewis Lehrman's enormous wealth and capacity to saturate the TV media with campaign ads.

"We've accomplished so much, and yet we've only made it halfway," said Conway. "My message to our membership is let's get back, let's everyone get in on the Cuomo effort.

"I can see that sunlight over the hill. Let's get up there and grab it. Money isn't everything, but against a Lehrman wealth of $9 million, we're only going to be victorious if everyone works together. If we can keep on our people-oriented track, there isn't anyone who's going to beat us in November."

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These reports have traditionally been used to summarize accomplishments in specific regions and otherwise share information with delegates assembled in convention. But I would dare to be different this time and propose that instead of reciting a litany of achievements in the region my predecessor used to call, "where the action is," we pause to take a more philosophical look at where we came from, and where we are going.

Unions were born in the agony of working men, women and children who were exploited by low wages, endless hours, and mean working conditions. The slightest infraction often incurred the severest penalty. To be hurt was to be unemployed. Workers soon realized that they had to organize themselves to survive. They had to come together to win an honest day's pay for an honest day's work. So the labor movement was born, and after a rough start, often against an alliance of business and government, workers were finally able to secure their rights when federal law in the 1930s guaranteed them the right to organize. Thereafter, membership grew, and through strength in numbers our quality of life was vastly improved by higher wages, the introduction of fringe benefits (vacation days, sick days, hospitalization) and the initiation of retirement plans. But these were all hard fought victories which we must never take for granted because they won for us rights that were not freely given.

Today, in the 1980s, we public employees must recapture the spirit, conviction and enthusiasm of past generations. We must also be willing to accept, even encourage, new ideas as we expand our horizons and dare organize the unorganized to share with them the bounties of life in a free society.

YONKERS PARKING AUTHORITY CONTRACT RESOLVED—It took a combination of perseverance, solidarity and political action to finally end a contract dispute which began in 1978. Key players in resolving the impasse were, from left, Field Representative Joe O'Connor, Mayor Angelo Martinelli, Local 3 years without pact, Local 830 unit reaches accord

YONKERS — Solidarity, with some political action, had paid off for the nine employees of the city's Parking Authority who have been without a contract since Dec. 31, 1978.

Field Representative Joe O'Connor explains that after the contract expired, the Authority unilaterally imposed a legislative settlement in 1979 which established two classes of workers by setting up a different — and lower — salary schedule for new employees. CSEA, thereafter, decided its priority would be to try and gain equalization for all employees even though the Authority was intransigent on the issue.

Consequently, negotiations were deadlocked. They reached a low point when the Authority rejected a fact-finding report which could have been the basis of a settlement.

Local 860 President Pat Mascioli chose this time to intervene. He sought the assistance of State Sen. John Flynn as well as Mayor Angelo Martinelli, and they used their powers of persuasion to get talks moving again. Eventually, an accord was reached and ratified by both parties.

The settlement, retroactive to Jan. 1, 1980, provides during its six-year life compounded wage hikes of 40 percent. Significantly, it does not include a different maximum salary for new employees nor any changes in their benefits.

Mascioli credits the resolution to Flynn and Martinelli, while Field Representative O'Connor says that he is glad, "the philosophy of equal pay for equal work prevailed."

He continues: "It's a message not only to employees, but also to other units and locals that we will not negotiate different salaries and benefits for new employees. Past gains will not be diluted. We are as committed today as they were in the past to preserve the integrity of our contracts."
With each year that passes, we, in CSEA and in the union movement, fight our battles, winning some and losing a few. Mostly, though, we negotiate our contracts, file grievances and fight them through to arbitration, and, recently, become involved in the political battles which we know are vital to our well-being as public workers.

In one sense, most of us find that life is in a settled routine — that we can predict, with some degree of accuracy, what our lives are going to be like from one day to the other. In the past few years, though, all of us have been able to sense that there are problems that aren’t being handled well by the elected officials of our state and nation.

In the economy, the people who live in the older part of the nation, particularly in the Northeast, are feeling it even more. Business and industry are wrong; they are abandoning the so-called “gray belt”, the cold-winter zone, for the sun-belt states.

Times are tough and we are all forced to find new ways to cope with the rising costs of just about everything. There exists what some economists are calling a “deep recession”; packaging, especially in our cities, the unemployment rates are approaching the level of the Great Depression.

Industries are not just leaving our region; many are fleeing the country altogether, reestablishing themselves in countries where wages are so low that they are not likely to be lured back to the U.S., where they would have to pay what we would consider a living wage.

Whenever industry goes out of our region and out of New York State, we are the losers. Whether we are private or public sector workers, we are the losers because we live here and pay taxes here. We are the ones who support the schools, the hospitals, the firehouses, the social programs, the safety and health agencies and all of government. When we lose our industrial and business base, we lose the ability to support ourselves (without reducing our living standards); and we lose the ability to support the least affluent, at every level (unless we reduce the high standards that we have set for that service in New York).

As a people, we are facing the diminution of our living standards in the Northeast and we should be concerned. As committed unionists, we are aware of the direction in which our leaders of business and government are taking the economy. There are alternatives to the loss of the economic base and we should be prepared to take action to save that base. It’s action that every good citizen should be more than willing to take. And, as public workers, our very jobs depend on acting now.

The power of amassed pension funds has yet to be used by the workers, who are real-ly the ones who “own” those funds. In New York State, pension money totals $17 billion and critics of the way that the fund has been handled point to the approximate-ly 4.8 percent return. Some have suggested that the money should have been invested at the very least, in certificates of deposit. In that way, they would have returned anywhere from 11 percent to 16 percent, three or four times what the fund returned in the most recently reported year. That represents a loss to public employee workers; a loss to retirees, and a loss to the state’s economy. Many creative ways exist to use such vast sums of money to help the economies of states and even of regions.

In Illinois, for example, there are pro-posals to use the money to:

• Provide an additional pool of capital for businesses to increase the industrial and job base in the state;
• Use idle state and local government funds for constructive economic and social ends;
• Provide safe investments in Illinois real estate by public pension funds in family farms, residential real estate, senior citizen housing, and small business loan funds;
• Provide a preference for residential real estate acquisition or refinancing by members or contributors to public pension systems;

An Illinois State Representative, Alan J. Greiman, has suggested the formation of a “Northeast Economic Development Board”, which would provide statutory authorization to allow representatives of labor, industry, pensions, the universities, investment banks, and banks of private and public pension systems in the “northeast quadrant” of the U.S. to meet and exchange information, all aimed to increase development in the area of the compact.

At the very least, the compact would retard the flight from the various states of the nation’s deteriorating “public infrastruc-ture”, water and sewer systems, bridges and highways.

A.H. Raskin, former labor reporter for the New York Times, in the foreword to the autobiography of the late David Dubinsky, who, for 30 years, was the President of the International Ladies Garment Workers Union, had this to say about the industries and businesses who are continually on the prowl for cheaper labor: “First the runaways went (from New York City) to shops in New Jersey, Pennsylvania and upstate New York; then to town-built factories in the anti-union South and Southwest; now they have gone global — to sanctuaries in Taipei, Bangkok and a thousand other exotically situated overseas hide-aways, all reincarnations of the hellholes where immigrants once huddled over their sewing machines on the Lower East Side.”

The economy of our nation and the more localized economies of our state, towns, counties and cities are affected by a thousand factors. Every loss is a personal loss because it diminishes those things in our lives that make living a little easier, a little more comfortable, a little more enjoyable. Many of those things are provided by all of us joining together and working together; many of those are provided by government.

We can begin to use our massive pension funds creatively, and we can begin to be especially aware of problems of unemployment in our own communities, not just in the public sector, but in the private sector as well. There are many ways in which we can use our funds, and they won’t just be make-work jobs.

Last month, Senator Daniel P. Moynihan announced the introduction of the “Rebuilding of America Act of 1982”, which, he said, will provide the first formal accounting of the need for major investment in the nation’s deteriorating “public infrastruc-ture”, water and sewer systems, bridges and highways.

At an estimated cost of almost one trillion dollars, such a proposal while addressing a few of the factors which make life more livable, means the creation of countless new jobs. Additional proposals must yet be formulated to deal with the deterioration of our social and human service programs.

Certainly, everyone recognizes that unions have an historic and basic right to negotiate salaries and benefits. But, we also have evolved into a more meaningful force in society — a force to clarify the call for responsibility and inventiveness from our governmental leaders. You should be an integral part of this force.

Begin by individually not being a singular voice; begin by making your union the voice to ensure that the standards which we individually have set for our nation and our communities will be maintained.
Property purchases by
United Cerebral Palsy
under investigation

NEW YORK CITY — The attorney general's office is investigating United Cerebral Palsy Association (UCP) real estate transactions to determine whether the non-profit organization has "lived up to its obligation to handle its money responsibly."

According to the Staten Island Advance, the inquiry is focusing on UCP's purchases of a vacant department store and two houses at prices ranging from 200 to 600 percent higher than the owner had paid for the properties 13 months earlier. No improvements were made on the properties before UCP bought them.

UCP, the second largest of approximately 270 private organizations under contract with New York State to care for the mentally retarded in residential facilities, was the subject of an investigative series in the Advance last year. The series chronicled the agency's poor performance and questionable fiscal practices.

Two separate investigations prompted by the series confirmed that UCP collected more than $10 million in Medicaid funds for services the agency did not provide and that the agency violated state regulations by ordering surgery for a mentally retarded patient without parental consent. The patient died during the surgery.

The latest charges against UCP question the agency's actions in purchasing the Garber Brothers department store building in the Port Richmond section of Staten Island and two adjacent houses. UCP plans to renovate the boarded-up department store to provide job training programs for its clients. The houses would be used for storage or demolished for parking space.

The Advance reported that a private businessman, Paul Micheletti, bought the department store building for $76,000 in 1978 and then sold it to UCP for $450,000 13 months later, realizing a profit of $374,000. The value of the building and the surrounding land is $800,000 for tax purposes. At the same time, Micheletti bought the two houses as a package for about $34,000 and, 13 months later, sold them to UCP for $70,000, the Advance reported.

The newspaper quotes a spokesman for the attorney general's office as saying he is concerned about the relationship between UCP and Micheletti and questioned whether the sale was "a total arms-length deal" and whether the price was appropriate.

The Advance also reported that the Staten Island district attorney is conducting an inquiry into the real estate transactions to determine if civil charges, which require less stringent standards of proof than the criminal charges being considered by the attorney general, should be brought in the case.

Ninety-eight percent of UCP's income comes from Medicaid funds for the care of mentally retarded clients, most of whom were formerly residents of Staten Island Development Center.

Changes in health coverage
may be made this month

ALBANY — October is the annual open transfer period for the New York State Health Insurance Program. During the month, members may request a change in their health insurance option.

Hospital benefits provided by Blue Cross are the same, regardless of which of the following options is selected:

- The Statewide Plan, which provides hospitalization through Blue Cross and combined medical/surgical and major medical coverage through Metropolitan Life.
- The GHI Option, which provides hospitalization through Blue Cross and medical/surgical coverage and extended benefits through Group Health Inc.
- The GHI Comprehensive Benefit Package (CBP), which significantly increases the schedule of benefits and supplements the basic GHI Option. The cost for state employees on a biweekly payroll is $1.28 for an individual and $5.60 for family coverage.
- Coverage through a local Health Maintenance Organization (HMO).

Literature describing the various coverage plans, as well as transfer applications and assistance, is available from personnel offices. Information on the CBP rider is also available by calling GHI at the following numbers throughout the state: New York City 212/760-6617; Albany 518/463-8774; Syracuse 315/422-0163; Rochester 716/254-1552; and Buffalo 716/883-5775.

Busy schedule awaits delegates

ALBANY — 1980 'cover-in' legislation for employees in the Unified Court System has been upheld as constitutional by the New York Supreme Court, Queens County.

As a result of restructuring the court system, few examinations were given between 1976 and 1979, resulting in a large number of provisional appointments. CSEA's 'cover-in' legislation was passed, providing that employees who had served satisfactorily in their positions for one year would be granted permanent competitive class status. The bill did not affect New York City.

According to CSEA attorney Stephen J. Wiley, several habeas corpus on Long Island filed suit to declare the law in violation of the state constitution. CSEA took the opposing view during subsequent legal actions.

While Wiley said CSEA's position would be pleased to learn that the law has been upheld, he noted that appeals and further legal challenges are expected.

'ELECT A FRIEND OF LABOR'

MARIO CUOMO

THE PUBLIC SECTOR, Friday, October 8, 1982
LAKE GEORGE — The informal setting of a Lake George resort gave way to frank discussion about the Clerical and Secretarial Employee Advancement Program (CSEAP), namely, where the program is going and what it's done for more than 300 transitioned employees in the state's Administrative Services Bargaining Unit.

In what was termed an “attempt to mutually explore the program’s concepts, successes and failures,” the three-day conference united key representatives from CSEA, the Governor’s Office of Employee Relations, the Department of Civil Service’s Employee Advancement Section and other top state officials.

The CSEA-sponsored conference delved into each of the CSEAP’s six “concepts,” which are training and advancement programs designed for the state’s Administrative Services Bargaining Unit.

Concept I, which focuses on entry-level clerical and secretarial employees hired at Grades 3-5, will be emphasized in the next several years, says Collective Bargaining Specialist Jack Conoby, who negotiated and consequently monitors the CSEAP program.

“We all agree that the job duties for these entry-level clerical workers have increased, given the technological advances brought on by word processors, computers and the like. Yet they are still paid the same,” Conoby pointed out to conference participants.

Earlier in the day, CSEA Statewide Secretary Irene Carr presented a brief overview of the union’s structure and policies, noting that, “CSEA has come a long way since the days of thriving as a social institution.”

Another guest speaker, Department of Civil Service’s Assistant Director of Classification and Compensation Candice Carter said that the last time the state took a look at the classification system was in 1954.

Admitting the system is outdated, Carter said that through the CSEAP program, her department will challenge the present classification system.

On the last day of the conference, the union’s statewide CSEAP committee developed a proposal for implementing the clerical advancement and training program.
'Now-you-have-it-now-you-don’t' contract riles Auburn employees; union files IP

AUBURN — City of Auburn employees are very unhappy these days — and for good reason. The 185 employees represented by CSEA were informed they had a contract after members voted unanimously August 4 to accept a new two-year pact. The same week, at separate meetings, members of two other unions (city firefighters and police) ratified similar contracts calling for salary increases and other benefits. The three unions have since learned that the city council disavowed it agreed to the tentative agreements and had directed the city's corporation counsel to approve the pacts.

CSEA officials have reacted to the city's "now you have it, now you don't" tactic by filing an Improper Practice charge with PERB.

Jack Miller, CSEA field representative for the Auburn Unit members, is steadfast in his opinion that a contract was reached and approved by the city council members and their approval was conveyed through the corporation counsel to the unit president.

"The chain of events is clearly defined," Miller explained. "Our records prove conclusively that on the evening of July 20, CSEA and two other unions met with John Pettigrass, Corporation Counsel for the City of Auburn. At that time a tentative agreement was reached on health insurance and remaining proposals. Pettigrass then took those proposals to the city council for approval July 22. Following that meeting, CSEA Unit President Charles Dickinson was advised by Pettigrass by telephone that all — repeat all — proposals were accepted by the council with the exception of one that dealt with a holiday.

"On the basis of that call to Dickinson," Miller continued, "CSEA proceeded with plans for an informational meeting to explain the terms of the tentative agreement, to be followed by a ratification vote. The meeting was held August 4 and unit members voted unanimously to accept the two-year pact.

"Two weeks later, after the city manager had returned from a vacation in the middle of negotiations with three unions, we learned the city council had reneged on their agreements. They flat out pulled the rug on us and two other unions. Now it remains for PERB to decide," Miller said. "This is a very similar situation to the Wappinger Falls CSD dispute when a school board member changed his mind on the contract. PERB ruled that union did in fact have a contract and the district was ordered to implement."

In the meantime, 185 city employees represented by CSEA, plus the unions representing firefighters and police, are waiting to learn if PERB will untangle the mess, hopefully before cold weather arrives.

Unit President Dickinson added a grim reminder: "The picket signs are stacked and ready just in case. We'd better get a settlement before the first snow flies."

Region IV endorsements

(ALBANY — The Capital Region IV Political Action Committee has announced the following endorsements in state Senate and Assembly races in the November 2 general election:

Neil Kelleher, 100th Assembly District; Larry Lane, 102nd AD; Michael Heible, 103rd AD; Richard Conners, 104th AD; William Shaffer, 105th AD; Michael McNally, 106th AD; Glenn Harris, 109th AD; Andrew Ryan, 110th AD; Howard Nolan, 42nd Senate District; Joseph Bruno, 43rd SD; Hugh Farley, 44th SD; and Ronald Stafford, 45th SD.

Endorsed candidates are eligible to receive various forms of support from the union, and the committee urges all eligible voters to cast their votes for the CSEA-endorsed candidates.

THE PUBLIC SECTOR, Friday, October 8, 1982 Page 17
Union leaders learn how to deal with stress at Region IV workshop

LAKE PLACID — “Stress is part of everyday life. If we can control stress we can soar to great heights in our endeavors. However, if stress controls us we can sink into the depths of physical and emotional depression,” Sally Bouton, CSEA education and training specialist, told Capital Region leaders at a recent Region IV workshop session here.

More than 200 local union leaders attended the three-day Annual Meeting and Workshop in Lake Placid, which featured a workshop on stress and a region business session.

“Union officers are under a tremendous amount of stress from all sides, management, the union and the union’s membership,” Bouton said. “Management puts union officers under stress when they are doing their normal job as well as performing their union duties. CSEA makes numerous demands on officers’ time and talent, and our members can put additional stress on union officers at various times. So, union leaders do need stress management training,” Bouton said.

Shirley Brown, who recently resigned as region secretary as well as all other union offices to take a new management/confidential position, attended her final union function. During Saturday’s program she was praised for her contributions to the union effort over the years, and the praise continued at Saturday evening’s banquet program when Brown was named winner of the 1982 Region President’s Award by Regional President Joseph E. McDermott.

CSEA Counsel Marjorie Karowe was featured speaker at the banquet.
Broome County unit OKs new salary plan

BINGHAMTON — Members of the Broome County Unit of CSEA Local 804 recently voted to accept an agreement to implement a new salary plan. The new plan includes an additional $1.3 million to be dispersed according to the new salary structure.

According to James Corcoran, CSEA field representative, the new salary plan was a result of the union's request for an improved salary study to be undertaken according to the reopener clause in the present contract. Negotiations were reopened last spring.

"The main purpose of the improved salary study and eventual working plan was to make the salaries of Broome County employees comparable with other counties of similar size and structure. Management has known for a long time that its salary structure was antiquated and responsible for a high employee turnover rate and subsequent high costs for retraining new employees. The salary study bore out what they had suspected, so it was a case of working out an equitable new plan with the union negotiating team, according to the reopener clause in the present contract."

Corcoran explained that the new salary plan became effective August 1, and brings economic incentives for the first five years, and will increase the average minimum salary of county employees by 20 percent.

Corcoran said all employees will be placed on a new 5-step schedule which will allow some to receive more than $3,000 in additional salary.

Employees in the bargaining unit who have worked for the county over 10 years will receive a one time longevity stipend as follows: 10-15 years — $300; 15-19 years — $600; and 20 years or more — $900.

Those employees required to work the 37 1/2-hour week beginning January 1, and who are presently earning more than the new salary schedule allows, will receive a minimum $400 pay increase.

The 40-hour workweek will remain the same for employees at the Broome County Airport, Security, and two nursing homes. All other departments will work an extra half hour per day to reach the next 37 1/2 hour work week beginning January 1. The CSEA Broome County Unit represents approximately 1,100 employees.

Corcoran praised the diligence and sacrifice of the county negotiating team, which included Jack Haggerty, unit president and chairman, Alene Beall, Roberta Bidwell, Bob Shaller, Sharon Black, Lorraine Zodosky, Del Runyon, Tom Campbell, and Dawn Heath.

Intensive workshop arms volunteers with techniques for steward training

FISHKILL — Like pioneers setting out to conquer new frontiers, a team of rank-and-file members from the Southern Region is now available to train shop stewards. Twenty-one volunteers, especially screened by the region’s Education Committee to make certain they would be a diverse and representative group, were recently “graduated” from an intensive five-day workshop sponsored by AFSCME and commonly referred to as the “Training of the Trainers” program.

AFSCME International Representative Ron Coder said volunteers were “practically sequestered for a week and subject to a myriad of techniques to develop their training skills.” Participants themselves were unanimous in the opinion that the program was an extraordinary experience.

Regional President Ray O’Connor said he was moved by their enthusiasm and the fact that they gave up a week of their own time to undergo training. Statewide Irene Carr visited the group to extend her best wishes, while Regional Director Thomas J. Luposello told them he was impressed, “you have all volunteered for this special role.” Regional Education Committee Chairperson Eva Katz, however, best summed up everyone’s feelings by saying, “you are truly brothers and sisters.”

Details regarding how to schedule training sessions are being mailed to all local and unit presidents.

Three candidates nominated for DOL board seat

ALBANY — Candidates have been nominated by CSEA’s Statewide Nominating Committee in a special election to fill a Department of Labor vacancy on the union’s Board of Directors.

The committee approved the nominations of Elaine Todd of Cheektowaga, a member of Local 352; Jeanne Lyons of Troy, a member of Local 670; and Denis Tobin of New York City, a member of Local 350.

Ballots will be mailed to eligible state DOL members on Oct. 28.

In the interim, eligible members who were not placed on the ballot by the Nominating Committee can still get ballot placement by petition. To qualify, candidates must obtain at least 450 petition signatures of DOL members eligible to vote in this election. Official petition forms are available from the office of the CSEA Executive Director, 33 Elk Street, Albany, N. Y. 12224. Petitions must be filed at CSEA Headquarters by no later than Oct. 20.
WASHINGTON — "If the wages of women and minorities are artificially depressed because of discrimination, this union has an obligation to put an end to that. We will not allow any workers represented by CSEA to be second class workers," CSEA President William L. McGowan avowed recently in testimony prepared for federal hearings on comparable worth.

The union president's testimony was delivered in the nation's capital by CSEA Attorney Marjorie Karowe before a joint hearing of the U.S. House of Representatives subcommittees on Civil Service, Human Resources, and Compensation and Employee Benefits. The three subcommittees are considering a federal study of the concept of comparable worth and therefore took keen interest in progress being made in New York.

CSEA testimony focused on the study authorized under the union's new collective bargaining agreements with the state, which will study "comparable worth with respect to predominantly male-occupied and predominantly female-occupied positions in the three CSEA units with the objective of eliminating any gender-based bias which may exist."

The study will include not only an objective analysis of wage differentials based on sex, but also an analysis of wage differentials between minority- and white-dominated jobs.

"The proposed study is, in many ways, a pioneer attempt," Karowe explained at the hearing. "It is unique in that it will be the first comparable worth study undertaken by a state which examines both sex and race-based differentials."

"It is unique because there will also be an analysis of the state's economic condition and a forecast of prospect revenues which will enable the state and CSEA to identify the financial cost of corrective procedures."

The study will be unique in another regard. Prior studies have arrived at job values by assigning points determined by an outside agency hired to perform the study. In the New York study, the point system will be derived from the employer's own value system.

"We start with the assumption that white male jobs are not affected by adverse discrimination. Then by examining benchmark jobs held primarily by white males, we determine what value New York State has placed on certain job characteristics," Karowe explained.

The theory is that jobs with the same number of points indicating equal value should be compensated with equal wages. Any difference in salary will serve to illustrate that wages have been influenced by the race or sex of the employees holding that job.

President McGowan's testimony also pointed out that as the third largest government employer in the U.S., New York provides an opportunity for the broadest study to date. The state's classification system contains more than twice the job titles of systems analyzed in other comparable worth studies, and the state employs more workers than those of all the other states studies put together.

"We believe the comparable worth study we negotiated will be a landmark in the most important employment issue of this decade," President McGowan noted. He praised the study as "an example of good government and responsible employee advocates joining together to identify an important labor issue and planning in a constructive manner to fashion a solution which will remedy the wrong without encouraging disorder."

While the CSEA president's testimony documented discrimination against women in the labor market, it cited comparable worth as more than just a "women's issue."

"It is above all a question of fairness," President McGowan stated. "Comparable worth is a concept that says workers should be paid because of the job they do, not because of who they are. CSEA believes that workers — no matter what sex, no matter what race — are entitled to a fair wage, fairly determined. We pledge our power to bring that about."