KIAMESHA LAKE—Within seconds after his entrance into a packed business session of the 73rd annual convention of the Civil Service Employees Association, Walter F. Mondale turned the crowd of more than 1,500 strangers into an assembly of potential supporters. The AFL-CIO endorsed candidate, who also has already won the formal endorsement of AFSCME, was seeking the active support of CSEA in his bid to become the Democratic candidate for United States President in 1984.

"I've always wanted to see what the largest single local in America looks like," Mondale said. "And you look beautiful." The vast meeting room resounded to warm applause. "Fritz" Mondale, long time supporter of American labor, was with his kind of people — white, blue and pink collar unionists who know how to get things done, how to move mountains, and win campaigns.

"Together we can pursue a course to change the leadership of our country, or we can do our work and guarantee that we'll get four more years of Ronald Reagan," Mondale said, challenging the leadership of CSEA, AFSCME Local 1000, AFL-CIO to actively join in his campaign for the presidency of the United States. He urged the delegates to implement the endorsement of the national AFL-CIO and AFSCME International on a statewide level to help him win New York state in the upcoming (Continued on Page 20)

CSEA a step closer to representing civilians

ALBANY — CSEA has won another round in efforts to represent civilian employees of the Division of Military and Naval Affairs.

On Oct. 26, the Supreme Court in Albany County upheld a decision by the Public Employment Relations Board that the civilian workers are public employees. As such, they are entitled to collective bargaining as provided by the state’s Taylor Law.

Additional details will be reported in the next edition of The Public Sector.

RILED UP IN ROCKLAND

See page 3
By Joel Bruinooge
CSEA Communications Associate

CENTRAL ISLIP — Fingers squeezed her neck, cutting off her air supply.

"I still have nightmares at night," Rita Simineri says of that Sept. 20 incident in which she was attacked by a male patient at Central Islip Psychiatric Center. Simineri, a licensed practical nurse who was in charge of 40 male patients on a Central Islip ward at the time has no doubt she would have been killed had not another male patient come to her aid and pulled her attacker away.

As it was, Simineri was severely injured, and two and one-half weeks after the attack was still hospitalized in traction. In Simineri's case, Central Islip CSEA Local 404 President Al Henneborn filed a grievance against the facility for not providing a safe and healthy work environment.

"Some wards are run with one employee for 25 patients," he said. "As the Central Islip facility becomes more of a psycho-geriatric institution," Henneborn explained, "our patients require more care than ever before. There are just not enough people to provide the kind of service we would like to see here."

Henneborn invites Governor Cuomo's staff to inspect the center to see the dangerous working conditions. "Since the governor's office set the staffing limitations," he said, "his staff should see what our members go through."

Simineri was attacked on Sept. 20 in the ward office, just after she had given out medication to patients at midday.

"This patient walked in as I was getting up to change someone's dressing," she said. "He walked in, he was out. I didn't get them. I almost got killed instead.'

Sensing trouble, she said, "Yes, I know." He grabbed her around the neck and started to squeeze. The five-foot, 160-pound patient said, "Nurse, you know I can refuse to take my medication."

"If he hadn't helped me, I'd be dead," she said. "The patient who had just been strangling her, punching her and throwing her around like a rag doll was being put in a straight jacket. He called out, 'I love nurse. What did I do to the nurse?'"

"Rita's response," said her co-worker, "was, 'It's OK, (patient's name). It's OK.'"

A co-worker recalled, "Rita was being dragged down the hall to another room, while her attacker was restrained. "The patient who had just been strangling her, punching her and throwing her around like a rag doll was being put in a straight jacket. He called out, 'I love nurse. What did I do to the nurse?'"

"Rita's response," said her co-worker, "was, 'It's OK, (patient's name). It's OK.'"

Rita was barely conscious at that moment.

The incredible thing considering the recent events in Rita Simineri's life is that in spite of her attack, she wants to return to the center when she is able to work again.

"You have to be realistic," she said. "I need the job and the benefits that go with it. I have a little girl to take care of."

Thinking about going back, while her head was supported by a sling from the traction apparatus, Simineri talked about returning to a job that almost killed her.

"I like people," she said almost defiantly. "I care about my patients. I care about what happens to my patients."

CSEA long Island Region President Danny Donohue worked as a therapy assistant for more than seven years on the wards at Central Islip Psychiatric Center.

"Things were bad when I was there, but they are clearly dangerous now. We have to protect our people," Donohue says.

Says LPN Rita Simineri: "I had asked for more staff, but I didn't get them. I almost got killed instead."

"I still have nightmares."

Central Islip LPN assaulted on ward duty; understaffing a major issue, union charges
Federal holiday honors Dr. Martin Luther King

America will have a new national holiday beginning in January 1986 to honor Dr. Martin Luther King Jr., the civil rights martyr credited with helping tear down racial segregation and discrimination barriers.

Overwhelming votes in both houses of Congress in October created a legal federal holiday on the third Monday in January, beginning in 1986, to honor the birthday of Dr. King.

Creation of the national holiday honoring Rev. King has been an objective of organized labor for many years. The AFL-CIO offered testimony favoring the King holiday bill, and adopted a resolution last month which stressed the special meaning that Rev. King's life — and death — had for the union movement.

Rev. King was gunned down in Memphis, Tenn. in 1968 while leading support for AFSCME Local 1733 sanitation workers striking for union recognition and collective bargaining rights. He came to national attention as a minister in Montgomery, Ala. by leading a bus boycott to challenge the South's then-strict segregation pattern, and had marched alongside labor throughout his public career until his death. In a 1961 address before the AFL-CIO convention, Dr. King said black Americans support labor’s goals and that “makes any crisis which lacerates you, a crisis from which we bleed.”

CSEA has been in the forefront in New York state seeking greater official recognition of Rev. King. While Martin Luther King Day is a public holiday in New York under the General Construction Law, CSEA has consistently introduced legislation seeking to have the day designated as an official state holiday with appropriate recognition and celebration. In the most recent state legislative session, CSEA’s bill passed in the Assembly but not in the Senate.

CSEA also was able to negotiate into the current contracts between CSEA and the state the option, where circumstances permit, of selecting either Martin Luther King Day or Election Day as one of 11 paid holidays. That provision further notes that in the event that Martin Luther King Day is designated by the state legislature as an official state holiday (as CSEA’s bill proposed), both Martin Luther King Day and Election Day would be observed as holidays.

A number of CSEA locals have sponsored or participated in appropriate activities over the past several years in recognition of King's birthday. And in August, 12 busloads of CSEA members and officers joined with 200,000 other marchers from across the nation in the 20th anniversary celebration of the historic 1963 march on Washington, marking the 20th anniversary of Rev. King's historic "I have a dream" speech.

Good girls had bad deal but—

Year of frustration pays off for Rockland County workers

NEW CITY — After a full year of contract negotiations, the efforts of Rockland County’s local officers finally were rewarded Oct. 26 when more than 1,200 employees came out to ratify an agreement for a substantial pay increase. Employees also turned back a demand that they contribute to the cost of their health insurance, an issue which was a bone of contention during contract talks.

Rockland County legislators approved the contract Oct. 18, after more than 300 employees demonstrated outside the county office building in the rain. Chanting “We want a contract,” the employees vowed to remain in the county seat until the lawmakers agreed to a contract, despite the rain and the late hour. They became even more determined after one legislator remarked to three of the women, “Why don’t you all go home like good little girls.”

The contract, a three-year agreement, will result in a $600 across the board increase plus a $250 bonus to employees for 1983. (The change includes 4 percent in January and 4 percent in June of 1984 and the same increase in 1985.) Most important, employees will not have to pay for their medical insurance, with the exception of some part-timers.

Happy about the ratification vote of 1,172-81, Florence Kimmel, president of the Rockland County CSEA Unit, said, "We are particularly pleased with the turnout. I don’t think we’ve ever had so many people vote for a contract in the history of the CSEA. They came from far and wide to vote. It was incredible."

The union leader also praised efforts by Tom Haley of CSEA’s legislative office and by the local’s political action committee for lobbying personally with county legislators to end the contract impasse.

A DEFIANT FLORENCE KIMMEL, center, president of the Rockland County CSEA Unit, fields questions from members and the news media during rally last month outside the county office building. Visible upper left is CSEA Region III President Raymond O'Connor, who gave his support to the effort.
PAC picks candidates in Ulster County

GSEA's Political Action Committee recently confirmed the following Ulster County endorsements for the Nov. 8 general election. In the city of Kingston: mayor, Peter Mancuso; alderman-at-large, Joseph McGrane; 1st ward, Catherine Yeaple; 2nd ward, Efreno; 3rd ward, Joseph Markle; 4th ward, no endorsement; 5th ward, Frank Cardinale; 6th ward, no endorsement; 7th ward, Peter Loughran; 8th ward, William Pallus; 9th ward, Anthony Crespino; 10th ward, Anthony Musto; 11th ward, Daniel Smith; 12th ward, Anthony Musto; 13th ward, Titus Sims.

ENDORSEMENTS

Invents device to improve gas mileage

Suffolk retiree takes prize at 1983 inventors show

WEST ISLIP — In his retirement, Harold Ratto is getting gold medals, not just gold watches.

A member of Suffolk Retirees Local 920, Ratto recently won a gold medal at the International Inventors Expo '83 for his device that improves gas mileage by automatically shutting off a car’s air conditioner under certain circumstances.

What Ratto did is use the vacuum gauge of a car to indicate four important conditions in everyday driving. (The vacuum gauge measures the fuel flow in the lines running from the carburetor to the combustion chamber in a car’s engine.)

Ratto’s new invention tells how the engine is running and how efficiently the engine is consuming fuel. It also alerts impaired drivers of erratic driving and cuts out the power-consuming air conditioner when maximum performance is required.

Ratto has the device hooked up to his 1973 Chevy wagon and has recorded more than a one-third improvement in combined highway and city mileage.

“I think the most valuable asset of my invention is that it allows the driver to concentrate on driving,” Ratto said, “instead of watching the gauges. My device watches the vacuum gauge for the driver.”

Ratto was a therapy aide at Sagamore Children’s Center for 13 years and a member of Suffolk Developmental Center Local 430. Before retiring earlier this year, Ratto’s inventions had to be confined to his spare time. Among his earlier projects was the development and testing of an experimental lubricant intended to help transmission problems.

Ratto’s inventiveness comes naturally to him. Before working as a therapy aide, he spent 22 years as an electronic technician working on projects like the guidance systems for the Sparrow and Polaris missiles. He also played a hand in the work done on the early radar systems developed during World War II.

The challenge Ratto is now confronting is how to market his idea to manufacturers. Like inventors before him, Ratto expects to hear “no” a lot before he hears a “yes.” In the meantime, he has developed quite a file on his “automatic air conditioner cut-off.”

Ratto’s invention captured Ratto’s imagination years ago. Working as a navigator with a driver in a sports car rally in the early ’50s, he saw the driver get 46 miles per gallon when trying to achieve maximum efficiency in a small British sports car.

“I can vividly remember my head swimming as I tried to monitor all the gauges and compute our mileage at the same time,” he said. “My vacuum gauge application is the solution to the difficulties of achieving good mileage that I experienced as a rallyist back in 1952.”

Harold Ratto sits at the wheel of his 1973 Chevy in which he installed his invention and improved his gas mileage by a third.
ACCENT ON SAFETY — CSEA Region V President James Moore calls attention to the lack of uniform maintenance and safety inspections of public vehicles at a recent State Assembly Committee hearing in Utica. Moore, accompanied by CSEA OSHA Specialist Angela DeVito, right, cited state neglect in a number of cases involving vehicles and equipment operated by public employees throughout the state.

Some vehicles do not receive adequate repairs or are not removed from service because of faulty equipment, and yet they continue to be operated by our members.

UTICA — There is a vital need for improvement in the way public vehicles are maintained and inspected, James Moore, CSEA Region V president, told a group of New York state assemblymen recently at a public hearing on safety in public workplaces.

"The heart of the problem is that publicly-owned vehicles are not inspected at stations outside of public service," Moore said, citing several examples of vehicles which were unfit to drive yet carried 1983 inspection stickers.

State and political subdivision agencies and departments self-inspect their own vehicles. Inspectors are licensed similar to those operating in private sector stations, and are subject to the same regulations," he said.

He noted that issuing certificates to unsafe vehicles is a misdemeanor, and records of inspections and re-inspections must be maintained at the station, where they are subject to review.

"The Department of Motor Vehicles spot checks private inspection stations, but who monitors our government stations? Who reviews the records?" he asked. "To the best of our knowledge, the agency responsible for the vehicle is also responsible for enforcement of safety rules and regulations."

Moore said that in addition to non-uniform inspection policies and procedures, annual inspections are not an effective method for monitoring motor vehicle condition.

"The vehicle may be in adequate shape at the moment of the inspection process, but what of the time between the 12 months following the evaluation? As we mentioned earlier, some vehicles do not receive adequate repairs or are not removed from service because of faulty equipment, and yet they continue to be operated by our members."

Moore called for a closer monitoring of vehicles operated by public employees that are exempted from the "motor vehicle" classification. He called attention to such vehicles as tractor engines, road rollers, tractor cranes, power shovels, road sweepers, police and fire vehicles, road building machines, sand spreaders, factory or warehouse trucks with small wheels, as examples.

"These types of vehicles represent the bulk of vehicles operated by our members. That translates to some 3,939 state employees, and thousands of other public employees, adversely affected by these discriminatory exemptions to the rule," he said.

Moore urged the panel of assemblymen, headed by Chairman Louis Freda, D-49th District, to carefully consider actions necessary to achieve the safe maintenance and operation of publicly owned vehicles.

"We must work toward a closer employee-management awareness of the problem. Periodic inspections and subsequent repairs, if needed, must be completed in a timely manner and this process must be uniform across the state," he stressed.

"At the present time, some employees are actually threatened with disciplinary measures for not driving vehicles they have reported as unsafe to operate. These flagrant safety violations must be stopped if we are to reduce accidents and fatalities in the public workplace."

In a statement to Moore following his remarks to the legislative panel, Assemblyman Anthony Seminerio said he would welcome a suggested bill from CSEA that would, it is hoped, reduce the possibility of accidents by requiring a supervisor or manager to sign a form assuming responsibility when an employee is told to operate any vehicle reported as unsafe.

Accompanying Moore at the hearing in the State Office Building were CSEA OSHA Specialists Angela DeVito and Mike White.
New lunch program provides food for thought

Peekskill food manager has the right recipe for meals that appeal to kids’ tastebuds and school budgets

By Anita Manley
CSEA Communications Associate

PEEKSKILL — School district officials here were hungry for a school lunch program that would make money instead of devour it. The students wanted a cuisine that wasn’t so lean, and the union was interested in beefing up things so members could keep their jobs.

What to do? Send in a man who does it his way, and the result is a successful school lunch program that has everyone feeling satisfied.

That’s what’s been cooking at the Peekskill School District, which has gone through a number of changes before finally coming up with a winning recipe for its program.

A year ago, Peekskill’s school cafeterias were losing money. Students weren’t buying their lunches in the cafeterias, opting instead for the local corner stores and delicatessens which offer such culinary delights as pizza, submarine and roast beef sandwiches.

School officials thought the answer to their problem was to subcontract the program, but instead it found that the plan only brought more problems. CSEA filed an improper practice charge against the school district, and as a result, the Peekskill Board of Education was ordered to rehire all the CSEA employees.

Enter Food Service Manager Ed Gross, on the recommendation of the union. Gross had successfully run a lunch program in the North Babylon School District, and Peekskill officials gave him and CSEA the challenge of proving his program could work for them.

The first month’s profits from Gross’ new program were tallied recently, and everyone had reason to celebrate. The program made money, and showed even greater promise as more services were being added or were on the back burner.

So, how do you compete with pizza, subs and roast beef heroes? With pizza, subs and roast beef heroes, of course. And more... hot pretzels, fresh fruit, yogurt, cheeseburgers and french fries, sausage and pepper wedges, spaghetti and meatballs and a menu that any corner eatery would envy.

Match that with a manager who streamlines working hours and duties and you have a winning program, says Gross.

It’s not easy, says Gross’ assistant, Judy Fetzer. There are more foods to prepare. But everyone is optimistic because the kids are coming back to the cafeteria and enjoying what they are eating.

In addition, parents are finding out just how well fed their kids are by coming to school once a month for a lunch tasting session.

Future plans call for an even bigger selection of food. Other services are also offered, such as special packed lunches for classes that are planning day-trips, breakfast specials for teachers, nutrition education and provisions for special diets. Gross even talks about new uniforms for the cafeteria workers which will resemble fast food restaurant uniforms.

Gross is optimistic and advises other school districts that it can be done anywhere. “Our future is bright,” he remarked. “There should be no problems now. Any school district can do it. All you need is someone who is ambitious, anxious and concerned with the program. You need someone who is knowledgeable and creative.”

Larry Scanlon, CSEA’s coordinator of School District Affairs, is also optimistic and is pleased that Gross had the opportunity to put his ideas to work. Scanlon says that Gross made recommendations to the Peekskill Board of Education last year when they voted to sub-contract and never got the chance to prove that his ideas could work. But now that CSEA employees are back to work, the program is profitable with Gross’ help.

Most important, says Scanlon, is that the CSEA employees “stuck by their union” when the going got tough. He stressed the fact that the employees believed in the union throughout the year that they worked for the subcontractor.

“They knew that coming back to CSEA meant that their hours might be cut, that they might change their jobs, but they persevered,” he said.
STANDING TOGETHER for a class picture are, from left, Martin Deptola, Kevin Eggleson, Thomas Keyoskey, Steven Helm, Kevin O'Connor, Grady Ingram, Michael Mannarino, John Blake, Frank Aguado, Darryl Clifford, Penny Montayne, Joseph Bell, Patrick Casey and Henry LeDuc. Seated, left, is OGS Commissioner John C. Egan, CSEA President William L. McGowan and Director Tom Hartnett of the Governor's Office of Employee Relations.

Apprentices climb first rung of career ladder on the way to becoming stationary engineers

ALBANY — “It’s a great opportunity for advancement,” says parking lot attendant Frank Aguado.

“I’m going for it,” says typist Penny Montayne.

Both are CSEA members, and their optimism was obvious on the first day of a three-year odyssey which will take them up the career ladder to positions as stationary engineer with the state Office of General Services (OGS).

Aguado and Montayne were among 15 chosen from a field of 123 applicants to participate in the New York State-CSEA Joint Apprenticeship Committee’s Stationary Engineer Apprentice Program.

Several officials helped provide the appropriate fanfare for the start of the new program on Oct. 20. They included CSEA President William L. McGowan, OGS Commissioner John C. Egan, and Tom Hartnett, director of the Governor’s Office of Employee Relations.

The apprentices are embarking on a rigorous three-year routine which combines both on-the-job training and classroom instruction. Successful participants become recognized journeypeople, are guaranteed grade 12 positions as stationary engineers, and receive 42 college credits leading to a plant utilities technology degree from Hudson Valley Community College.

But what makes the reach for upward mobility unique is that employees will be working and getting paid while in training. And, they hail from various backgrounds, including cleaners and mechanics, workers in power plants and security services as well as typists and parking lot attendants.

It all became possible because of Article 37 of the CSEA contract for the Operational Services Unit, the result of some hard bargaining by CSEA to gain the benefits under the article. Its expectations are best summed up by CSEA President McGowan, who told the apprentices on the opening day of their three-year journey, “You will all be much better off than you are today.”

Union stuck by me/so
Bill Eybers has the job he wanted two years ago

ORANGETOWN — It took more than two years, but Bill Eybers finally got the job he applied for in May 1981.

A grade 12 motor equipment operator for the town since 1957, Eybers applied for a grade 17 sewer system mechanic’s position that had been posted. One month later, Eybers learned that the job had been filled by an employee with less seniority.

Eybers said he knew that he was more than qualified for the job, that he met all the minimum requirements and that he had seniority.

With the help of CSEA Field Representative Diane Campion and the union’s legal assistance program, Eybers has finally been appointed to the grade 17 job he was seeking. In addition, the town was ordered to pay him the difference in salary for the past two years.

Eybers says he feels triumphant, and praises CSEA for persevering during the two-year battle. “I feel great about the job,” he commented. “The union stuck by me. It’s nice to know that I had someone to stick by me. They certainly went a great expense to help. It was a long fight.”

Eybers says that anyone who complains about unions “should try working without one!”

Erie County endorsements listed by CSEA, AFSCME
Benjamin program by co-workers and friends is a tribute to memory of Richard Conrad

WEST SENECA — The spirit of brotherhood and unionism shone brightly recently when co-workers and friends of the late Richard Conrad gathered for a benefit to assist the surviving family members. Highlighting the program was their presentation of a check for $5,500 that they raised to assist the family.

Richard Conrad, 26, was an employee of the Town of West Seneca Highway Department when, last June 28, he was fatally injured in an on-the-job accident.

In the above photo, Conrad’s mother, second from right, is surrounded by co-workers and friends of her son following presentation of the check. From left are CSEA Region Attorney Ron Jaros, Barb Justinger, Erie County Executive Edward Rutkowski, CSEA Local 815 President John Eiss, MariJean Nichols, County Legislature Chairman Dick Silisz, Kevin Deet, Mrs. Conrad, and West Seneca Highway CSEA Unit President Jim Kitterer.

John Vallee dies

TROY — John Vallee, long time CSEA activist, died Oct. 27 after a brief illness. Vallee had been scheduled to attend the 73rd Annual Convention as statewide sergeant at arms but could not due to his hospitalization.

Vallee was a former third vice president of the Capital Region and a member of the Board of Directors at Rensselaer Manor. He was employed as a food service director at the Van Rensselaer Manor, a member of the Board of Directors at the Van Rensselaer Manor, Rensselaer County.

CSEA Executive Vice President Joseph E. McDermott broke the sad news of Vallee’s death to the CSEA delegates who were assembled to conduct union business. McDermott recalled Vallee’s 19 years of dedicated service to CSEA and Region IV as he asked those assembled to stand for a moment of silence. C. Allen Mead, president of the Capital Region, viewed Vallee’s death as a great loss. “John’s life typified our union’s motto, ‘We Serve,’ to the fullest.”

Vallee is survived by his wife, Grace, six daughters and two sons. Grace and one son are both active CSEA members and plan to carry on John’s dedication to CSEA.

Anyone wishing to make a donation to Vallee’s memory can send contributions to the Deacon’s Fund at the Capitol City Baptist Church, 101 Street and Sixth Avenue, Troy. Vallee was a trustee and former deacon of the church.

Caloumeno decision upheld

KIAMESHA LAKE — Penalties imposed last June against former Region II President George Caloumeno by the CSEA Judicial Board were overwhelmingly upheld by the union’s statewide Board of Directors at their October meeting. The board acted upon the unanimous recommendation of the Appeals Committee.

The judicial board, following seven days of hearings over four months, had found Caloumeno guilty on three charges of violating CSEA’s statewide and local constitutions and the union’s financial standards code.

The first charge was misappropriating and improperly using union funds by accepting two checks totaling $9,050 from Department of Labor Local 350, funds which the judicial board concluded resulted in personal profit to Caloumeno, who served as president of the local.

The second charge involved misleading the investigation of Local 350’s financial irregularities by giving false financial information to CSEA officials and staff.

According to extensive testimony, Caloumeno first explained the two checks totaling $9,050 as personal stockbrokers checks cashed by Local 350 as a favor. Subsequently, the former local president said the funds were for expenses incurred in publishing a “Members Service Directory Booklet” for Region II, an explanation contradicted by testimony of vendors involved in the publication.

In its ruling, the judicial board concluded: “It is obvious that this money was received from vendors doing business with Region II. . . . It cannot be denied that an elected officer who uses his position in the union to solicit monies from vendors and pockets that money is engaging in conduct detrimental to the best interests of CSEA. Using one’s union office to solicit money for personal profit undermines the integrity of the union and leaves a taint which impairs the union’s reputation.”

The third charge cited Caloumeno for accepting from Local 350 $10,400 for an automobile one week before he resigned his office as local president, and by accepting a check for $361 for insurance coverage on that car on the last day of his term as local president.

Although several explanations were offered by Caloumeno’s attorneys, based on minutes of the Local 350 Executive Board meeting, the car was presented to Caloumeno to cover unreimbursed expenses he claims to have incurred years earlier as a grievance steward. The local’s financial records indicated Caloumeno received approximately $5,000 each year he served as president of the local, including honorarium and expenses incurred for mileage and car repairs.

The judicial board concluded: “The conduct of George Caloumeno in taking almost $20,000 of union funds for his own personal gain is reprehensible. By doing so, he has rendered a singular disservice to his union and to the members he had an obligation to represent.”

The judicial board imposed the following penalties, upheld by the board of directors’ nearly unanimous vote last month: Caloumeno was removed from the office of president of Metropolitan Region II and prohibited from being a candidate for any elective position or holding any appointed office in CSEA for a period of three years. Caloumeno is also required to make restitution of the $9,050 in 12 monthly installments and to return the automobile to Local 350.
McEntee: We'll work with CSEA to put Mondale in White House

By Tina Lincer
First Associate Editor
KIAMESHA LAKE — Working together, CSEA and AFSCME can help out Ronald Reagan from the White House and carry Walter Mondale to the president's seat in 1984.

"(It's) the biggest, toughest, the most ambitious political action campaign ever undertaken by an American trade union," proclaimed Gerald W. McEntee, president of the American Federation of State, County and Municipal Employees, to the thousands of delegates that will meet at the CSEA Annual Delegates Meeting at the Concord Hotel recently.

"Our goal is no less than to put Ronald Reagan back on his horse and send him back to California on a long, extended vacation. "Our goal is to elect a candidate who will give all of the people some fairness after a long, four-year drought."

In a compelling speech that drew applause and cheers at several intervals, McEntee outlined the discrepancies between the sweeping promises of Candidate Reagan and the harsh policies of President Reagan.

He said Candidate Reagan promised "to reindustrialize America, create jobs and put America back to work... and then visited upon us the highest unemployment rate since the Great Depression. Today we have 19 million men and women in America who are unemployed or underemployed."

He cited other economic and social woes stemming from the policies of the Reagan administration, including a massive budgetary deficit which is still climbing; costly overruns in the Department of Defense and involvement in three war zones in the world; and reduced aid to education and the poor.

"Even today 34 million people, mostly women and children, are prisoners of poverty," he said. "Food assistance alone by this administration has been cut by 12 percent, and we see Reagan create a committee to find out why we have hunger in the United States."

"If he would leave the White House and walk three blocks in either direction, he would see four soup kitchens where men and women and children stand in line seven days a week to avoid hunger in this country."

Despite the dire consequences of Reagan's reign, there has been a "new feeling, new hope and new desire" to fight back spreading across this country, according to McEntee, and AFSCME and CSEA are in the forefront of that fight.

In addition to leading Solidarity Day 1982, he said, AFSCME played a leading role in electing new, more responsible leaders to various statehouses across the nation, including Michigan, Wisconsin, Texas, Ohio and Illinois.

And in two of those states, Ohio and Illinois, AFSCME helped win collective bargaining rights for public sector workers for the first time in the states' history.

"We want to change the complexion of the legislature so they never again balance the budget in this state on the backs of public employees."

"Then we want to work with you to move into the White House."

Lucy: We ask for all unions to pull together

By Anita Manley
CSEA Communications Associate
KIAMESHA LAKE — "The rich get richer and the poor get poorer," said William Lucy to delegates of CSEA's 73rd annual convention last week.

Emphasizing that the present administration and its economic policies have resulted in mass layoffs and poverty conditions for many, Lucy, secretary-treasurer for AFSCME, told the delegates that they must demand sensible policies that will meet the needs of our people.

Urging the members' support of Walter Mondale, Lucy pointed out that in an unprecedented move, U.S. labor organizations have pledged to remove Reagan from office. "A million-member institution should not be silent," he said.

"Blacks, Hispanics, women's groups and all people of good will are unions to pull together. We see victory at the end of the tunnel. People are coming together and saying, 'We've had enough!' We are asking for all the winds to come together. We see victory at the end of the tunnel. People are weary."

Lucy explained that CSEA is an "integral part of AFSCME" and assured the members that the union "is in good shape."

"Rest assured," he remarked. "The purpose of the union is to deal with the problems of its members, but we have a broader mission."

According to Lucy, AFSCME recently won representation rights for more than 30,000 new members, and expects to represent an additional 15,000 soon. AFSCME has also won collective bargaining rights in Ohio, and Illinois, and in the state of Washington it won a billion dollar pay equity case.

"In New York State," he added, "there is no question of our increased political clout. We're moving forward."

But unions have come under increased pressure, he warned. State workers are being laid off, one school district in California has declared bankruptcy. One major county went to a four-day workweek. "And the unions have become the scapegoats."

Therefore, he said, "It's our responsibility to make the public aware of the value of the service we provide.

"If I were a millionaire," he pondered, "I wouldn't worry about those services. Unfortunately, we do have the sick, the poor and the mentally ill to care for. We have the responsibility to maintain a level of service."

"The problem is," he continued, "Reagan people look after each other. While these people were making money, they were tearing away the safety nets for the poor."

Lucy charged that the unrest in the Middle East, in El Salvador and in Grenada are being used as diversions to shift attention from problems here in the U.S., where 42 percent of the income goes to 20 percent of the highest wage earners.

"There's something wrong with that," he said.
Delegate detailing staffing crises at mental hygiene facilities

By Tim Lacer First Associate Editor

LAKESHA LANGE—Delegate details mental hygiene staffing crisis at last week's CSEA convention graphically. Injuries and deplorable conditions at psychiatric and developmental centers across the state.

"The stress is mounted. They are mounting in our state," said Lange. "We are working way over capacity, none of it's being processed.

"The pay, the pressures, the frosty climate, the harassment, the low number of workers, the patients who are treated in a non-medical way. It just goes on and on and on.

"I think we need to start involving the governor's office and the OMH commissioner, Dr. Katz, about these problems." Lange said she would like to see an increase in staffing and better working conditions.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.

**Women's vote very powerful**

**KIMESHA LANGE—** "Our legislatures are run by men," said Lange. "Women must become involved in politics and make their voices heard.

"Women need to be involved in every aspect of our lives," said Lange. "We need to be involved in our communities, our families, and our government.

"We need to be involved in every decision that affects our lives," said Lange. "We need to be involved in every decision that affects our communities." Lange added that women must be involved in every decision that affects our government.

**Women's vote very powerful**

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

Another delegate, who did not want to be identified, said, "The pay is not good, the benefits are not good, and the working conditions are horrible."

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate.

**OMRDD Commissioner Arthur Y. O'Malley said he would look into the delegate's concerns.**

"We need to get the word out to the public about what's going on in the mental hygiene facilities," said the delegate. 
KIAMESHA LAKE — Organized labor has to be on the alert for union-busting efforts from both the legislative/political front and from hired union-busting consultants, according to Bernard L. Flaherty of the New York State School of Industrial and Labor Relations.

In his union-busting seminar during the CSEA Annual Delegates Meeting, Flaherty pointed out that there are now some 88 firms in business exclusively as union busters.

"One of the first things they do for the employers is to write out a battle plan. These are always the same; there’s never any originality," Flaherty told the group. "If you can get access to this plan, you can so easily use it against them. It’s just like a football team having access to the other team’s play book. You can totally destroy their offense."

Union busters often advise employers to hire as many Cubans, Mexicans, Eastern Europeans and women as possible because research shows that these groups are not strong union supporters.

"Unions are really not set up for women, and many unions are not paying attention to the needs of women," Flaherty warned. "Even most union meetings are held in the evenings when (women have) to watch the kids." He pointed out that unions which aren’t focusing on the concerns of their women members increase their vulnerability to union-busting efforts.

One of the key union-busting organizations working on the legislative front is the National Right to Work Committee. The labor relations specialist pointed out.

"But in New York, organized labor is strong, so it’s not popular to support a so-called right-to-work law," he said. "That’s why you’ll find no registered lobbyist in this state for this anti-union legislation."

"Instead, they use three groups as fronts: Associated Industries, the New York State Chamber of Commerce and the New York State School Boards Association. One of the measures these groups will be pushing next session is a requirement that employees sign a personal oath not to strike, with a penalty of automatic discharge.

 требование that employees sign a personal oath not to strike, with a penalty of automatic discharge."

The bill would put permanent controls on cheaper “old” gas; roll back well head prices on new gas; extend controls on new gas to Jan. 1, 1987 (they are currently set to expire Jan. 1, 1985); ensure that pipelines pump the cheapest gas available and that pipeline companies work at arm’s length from gas producers; and limit the ability of the Federal Energy Regulatory Commission (FERC) to decontrol prices administratively.

Flaherty urged CSEA members concerned about soaring gas prices to get in touch with their congressional representatives and urge them to vote for the Natural Gas Consumer Relief Act (S996 and HR 2314) and to vote against old gas decontrol in any form.

KIAMESHA LAKE — CSEA delegates and staff employees who participated in the three-mile PEOPLethon run held in conjunction with CSEA’s 73rd Annual Delegates Meeting at the Concord Hotel here helped raise more than $1,900 in pledges to PEOPLe — Public Employees Organized to Promote Legislative Equality, the political action arm of AFSCME.

Funds raised in the PEOPLethon and other fund-raising activities will be used in next year’s federal elections. The run here was part of an overall campaign being conducted by CSEA’s recently-formed Special PEOPLe Committee in an effort to raise $50,000 in voluntary contributions over the next year for PEOPLe.

In the mens’ division at the recent race, CSEA Collective Bargaining Specialist Roger Kane came in first, followed by CSEA Collective Bargaining Specialist Danny Jinks, second, and Bill Harris, third. In the womens’ division, Jean Tuttle finished first, followed by Penny Bush, second, and Denise Berkley, third. Jean Frazier received a prize for raising the most pledges, more than $300. Seventy-five-year-old Al Robinson received honorable mention for completing the course.
KIAIMESHA LAKE — "CSEA is quite sophisticated in its political action and education efforts," so much so that AFSCME now primarily is concentrating on organizing efforts, AFSCME Area Director Stephen Fantauzzo told delegates.

Fantauzzo spoke about "The Albany-Washington Connection," how CSEA and AFSCME work together since the affiliation between the two several years ago. He noted that in the beginning of the affiliation, AFSCME concentrated on political action and education, but CSEA has developed its own expertise and assumed a major role in New York State in those areas.

On the panel during the seminar were AFSCME Director of Education John Dowling and AFSCME Director of Public Policy Robert McGarrah. Both discussed how the affiliation provides CSEA with nationwide influence.

"We have targeted for defeat powerful national politicians who carry the banner of the New Right," McGarrah said. "We are raising money and motivating people to defeat politicians who dismiss the needs of American workers." Dowling discussed a new AFSCME film, "Merchants of Fear," designed to make people aware of the dangers of the New Right's thinking.

CSEA statewide Secretary Irene Carr said CSEA has always maintained its strength by its ability to construct the union's direction from the concerns of a diverse membership.

NOTED LABOR SINGER Tom Juravich, who has marched on picket lines and sung in union halls throughout the Northeast, performed for union delegates during the annual meeting.

TOM HALEY, CSEA's director of legislative and political action, noted the capacity of CSEA and AFSCME for ironing out their differences and working together.

MARY SULLIVAN, president of Herkimer County Local 822, shows intensity during discussion on an issue.

CHARLES FOSTER, chairman of the retirees committee, raises a point during debate on retirees issues.

CAPITAL AREA delegates included Louis Altieri from Schenectady County Local 847.

CSEA, AFSCME connection benefits both
Shaffer, women's committee agree 'inequities exist in all governments'

Secretary of State promises to look into any inequities

POUGHKEEPSIE — Pay equity, affirmative action, pensions and VDT's were among major topics of discussion during a recent CSEA Women's Committee meeting held with Secretary of State Gail Shaffer.

Helen Zocco, a member of the statewide Women's Committee and chairperson of the Region III and Dutchess County Women's Committee, led the forum with a comment that she is awaiting word on funding for a study on comparable worth and pay equity.

Shaffer commented that local civil service commissions should enforce pay equity legislation. "Inequities exist in all governments, whether county, municipal or school districts," she said.

A recent revision in the requirements for certain job positions in the Dutchess County Department of Social Service provoked a heated discussion. It was pointed out that the job description for a caseworker now requires a bachelor's degree, whereas previously, experience as a welfare examiner could be considered a qualification for the job. Zocco said persons who now hold the position of case worker, who do not possess a B.A., are being eliminated from the job and demoted. This is also happening in other departments, including mental hygiene and health, said one woman.

"We're educating people out of jobs," remarked Joan Storms, an employee of the Dutchess County Mental Hygiene Department. "Colleges give credits for life and work experience," Storm said. "They recognize the value of experience."

Raymond J. O'Connor, president of CSEA Region III, commented that qualifications for such jobs should be handled uniformly throughout the state. "It's a deep-seated problem," said O'Connor. "Albany tends to please local commissioners. It's kind of a haphazard approach."

Shaffer admitted that she, too, agreed that a problem exists. "I worked as a paralegal and did the work of a lawyer, but I did not get paid for it," she said.

"A woman who has worked for 15 or 20 years as a clerical probably cannot afford to go to college," said Carol Peets, president of Mid-Hudson State Employees Local 009.

Further discussion centered on low-paying jobs for entry-level employees. Ironically, it was emphasized, this issue has recently come into the spotlight because more men are moving into traditionally female jobs, said Mary Rich, president of the Dutchess County Unit.

"They are also concerned," she added. "You don't see too many men vying for Grade 4 clerical jobs," said Peets, but you're seeing more now because of the job market.

VDT's also seem to be a "women's problem" said some committee members, who pointed out that women are usually the employees who use them the most.

Zocco said that some of the major factors not addressed by employers include proper lighting, proper chair, frequent rest periods away from the terminal and proper adjustment of the terminal. "Education of management as well as the employees is of prime concern to us," she said. "We would like to see the State of New York address these concerns and issue a policy regarding use of this equipment."

RECENT MEETING with Secretary of State Gail Shaffer was attended by members of CSEA Region III. Seated are Shaffer, left, and Carol Peets, president of Mid-Hudson State Employees Local 009. Standing from left are Charles Rexhouse, Colleen Bleimeister, Mary Rich, Carl Mathison, Joan Storms, Ellis Adams, Madeline Gallagher, Region III President Ray O'Connor, Helen Zocco and Scott Daniels.

SECRETARY OF STATE Gail Shaffer addresses concerns of women at a recent meeting with members of CSEA's Women's Committee. Also present was Region III President Raymond J. O'Connor, right.

HELEN ZOCCO, right, chairwoman of the Region III and Dutchess County Women's Committee listens to a discussion on women's concerns in the workplace during a meeting recently with Secretary of State Gail Shaffer. With Zocco is Carol Peets, president of Mid-Hudson State Employees Local 009.

ALBANY — Nominations are now open and the election timetable has been set to fill three vacancies on the CSEA statewide Board of Directors. The vacant seats on the board's State Executive Committee are Mental Hygiene representatives from Regions III, V and VI.

"Request to be a Candidate" forms may now be obtained from the region offices, according to the union's Statewide Election Procedures Committee.

Under the timetable set by the committee, nominations will close Nov. 28, with the Statewide Nominating Committee scheduled to meet Nov. 29 to name slates of candidates. The independent nominating petition period will begin Nov. 29 and close Dec. 19, with drawing for ballot positions set for Dec. 21. Actual balloting will take place in January.

THE PUBLIC SECTOR, Friday, November 4, 1983
'There is still a hell of a lot of work to be done'

Tier III still generates more letters than any other issue, McGowan reports

MONTREAL — “Every day I get more mail about Tier III than I do about any other issue.” With that remark CSEA President William L. McGowan opened a panel discussion he chaired on Tier III at the annual convention of the New York State Public Employee Conference (PEC) here. Featured were some of the major players in this year’s Tier III showdown, including Richard Farley, Ken Shapiro, James Regan and William Scott.

There was general agreement that removal of the Social Security offset was a major step forward, but there was also recognition that there is still more work to be done on the retirement plan.

Farley, state Senate majority counsel, acknowledged that public employees should get the benefits they deserve, but warned that it was “ridiculous to think one simple retirement system will solve all problems.” And he offered that “what you’ll see is we’re going to have to put a dollar cost — percentage cost — on pensions” because he believes “the total cost of pensions will probably have to go down.” The challenge for unions would then be to “lift the percentage.”

Shapiro, state Assembly assistant majority counsel, described the Senate as the “weak link in the chain philosophically” and said the bill passed was “the only ball game in town.” He also affirmed “there is a future to deal with inequities.”

Scott, of the American Federation of Teachers (AFT), warned of the role big business played in the 1970s to change the Retirement System and said the lobby was “working for big business and against working people.” He also observed that it took 13 years and “a massive effort” to begin undoing the damage.

Turning to the future, a major priority will be to change the Tier III provision which prohibits members from obtaining refunds of pensions contributions until age 62. The point was repeatedly made that this was their own money and it was blatantly unfair not to make refunds to employees leaving public service before vesting.

At the same time, there was recognition, in the words of James Regan who chaired the state’s Pension Commission, that removal of the Social Security offset was “a major step forward.” Although everyone agreed, McGowan added “there is still a hell of a lot of work to be done.”

PEC unions review the past, plan for future

MONTREAL — Recalling that “there was a time not too many years ago when public employees had virtually no political impact,” state Assembly Speaker Stanley Fink said he now believes “there is hardly an issue which directly or indirectly affects public employees that this organization could not have a major impact on.”

Fink, speaking at the PEC convention, hailed the “degree of access to government” which union leaders have and added “it has never been at a higher degree in New York state.” And the result, he says, is “enormous contributions.”

In other observations, the Assembly leader noted the sacrifices which public employees made “in the 1970s when things were near collapse” and added union leaders then “became the financial experts.” Now “we’re starting to make some headway,” but Fink cautioned that further progress would require continued cooperation between unions, government and the financial community.

At press time, a state court threw out the withholding provision of Tier III. Details in the next issue of The Public Sector.

Assembly speaker says unions make ‘enormous contributions’

MONTREAL — Recalling that “there was a time not too many years ago when public employees had virtually no political impact,” state Assembly Speaker Stanley Fink said he now believes “there is hardly an issue which directly or indirectly affects public employees that this organization could not have a major impact on.”

Fink, speaking at the PEC convention, hailed the “degree of access to government” which union leaders have and added “it has never been at a higher degree in New York state.” And the result, he says, is “enormous contributions.”

In other observations, the Assembly leader noted the sacrifices which public employees made “in the 1970s when things were near collapse” and added union leaders then “became the financial experts.” Now “we’re starting to make some headway,” but Fink cautioned that further progress would require continued cooperation between unions, government and the financial community.

At press time, a state court threw out the withholding provision of Tier III. Details in the next issue of The Public Sector.
Women voters could change face of politics

IRENE NATIVIDAD, vice chairperson of the National Women's Political Caucus, charges the Reagan administration with creating "a real gender gap."

WESTERN REGION VI PRESIDENT Robert L. Lattimer, above, hosted members from throughout western New York state at the regional conference.

ROCHESTER PSYCHIATRIC CENTER LOCAL 410 was represented, photo left, at the conference by, among others, Local Secretary Sandy Howard and members Betty Williams and Geraldine Wiggins.
Women in America rate Ronald Reagan lower than other recent presidents

- GRAND ISLAND — The growing political power of women voters and continued disenchantment and disagreement with Reagan administration policies spell out potential for change, for years to come, on the American political landscape.

  This was the message of Irene Natividad, guest luncheon speaker at a recent Region VI Conference.

  Natividad, vice chairperson of the National Women's Political Caucus, blasted the present administration for "setting women's social progress backward and creating a real gender gap," which she traced, in part, to the removal in 1980 of the Equal Rights Amendment from the platform of the Republican Party.

  "Women in America have given Reagan poorer ratings than any president in recent history," Natividad declared, calling it "no accident" that more women vote the Democrat ticket than Republican.

  She cited women's disagreement with the Reagan administration on aid to children, child care, jobs, food stamps and other program cuts, as well as the wage gap disparity between working men and women as fuel for the negative perception of "Reagan and Company."

  "Further, Reagan appointments of women, where they have occurred, have been made only for political expediency," she said comparing Reagan appointments of women to the many more of the Carter Administration.

  Natividad said Reagan "uses the ploy of listing part-time commission appointments as job appointments, 'But we are not fooled by this tactic.'

  The political power of women will continue to rise with more going to school, raising families, and "more importantly, running for public office from local to state and federal offices." She also pointed out the prominent role of women in several recent successful gubernatorial campaigns, including that of New York's Mario Cuomo, and the most common issue in which we join with men, "that of worldwide peace."

  She urged women to continue to push politically for women's issues as an "agenda for a positive future."

  In calling for a greater role by women in all affairs facing Americans, Natividad quoted Frederick Douglass, whom she referred to as "true feminist."

  "A government by man alone is at best only a half supplied government. It is like a bird with one wing...unable to soar...to the highest and the best."

Women have a negative perception of 'Reagan and Company' because they disagree with the administration's cuts in such programs as aid to children, child care, jobs and food stamps. And the wage disparity between working men and women adds more fuel to the fire.

Union's endorsement in Monroe County elections

ROCHESTER — CSEA has endorsed several candidates for public office in Monroe County in the Nov. 8 general election, according to an announcement from the Monroe County CSEA Local 628 Political Action Committee.

In countywide races, the union endorses Lucien Morin for county executive; Howard Relin for district attorney, and John Connell, Andrew Celli and E. Cavaliruso for county court judgeships.

Eugene Welch was endorsed for a Supreme Court seat, 7th Judicial District.

Endorsed candidates for seats on the Monroe County Legislature are:

District
4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26

Orange County endorsements

GOSHEN — The following endorsements by CSEA have been announced for political offices to be contested Election Day, Nov. 8.

CITY OF MIDDLETOWN
Richard Hutchings — Mayor
Thomas Richardson — Alderman-at-large
George Boesch — City Judge
Harold Lazier, Jr. — Alderman, 2nd Ward
James Drizos — Alderman, 3rd Ward
John Dino — Alderman, 3rd Ward
Christopher Martens — Alderman, 4th Ward

TOWN OF GOSHEN
George M. Lyons — Councilman
Joseph F. Bayno — Councilman

TOWN OF MONROE
Albert C. Viola — Town Justice

TOWN OF NEW WINDSOR
Lawrence D. Rossini — Councilman
Cynthia Donachie — Councilwoman
Joseph Viera, Jr. — Supt. of Highways
Pauline Townsend — Town Clerk

TOWN OF CORNWALL
Lorraine S. Bennett — Supervisor
Elaine Tifford Schneir — Town Clerk
John K. McGuirk — Town Justice
Joseph L. Thomson — Town Justice

TOWN OF HAMPTONBURGH
Mary E. Failfa — Collector of Taxes

TOWN OF BLOOMING GROVE
Gerald P. Finnegan — Supervisor
Katherine Earls — Town Clerk

TOWN OF NEWBURGH
Elizabeth Greene — Supervisor
Thomas Byrne — Town Justice

CITY OF NEWBURGH
Audrey Carey — Mayor
Anthony W. Mendez — Councilman

TOWN OF WALLKILL
Joseph Owen — Town Justice
John W. Colegrove — Town Justice
Fred Kuhl — Receiver of Taxes

ORANGE COUNTY
Anna T. Goldwin — County Judge
Marion Murphy — County Clerk
Roy L. Lippincott — Coroner
Donald Parker — Coroner
John P. Lardner — Coroner

FREDONIA FSA Local 627 representatives attending the Region VI Conference included Local President Chris Palmer, Treasurer Brenda Lupkin, Secretary Phyllis Knight, and Vice President Loretta Smith.
New day-care center opens in Middletown

CSEA members from area facilities help renovate old building for new use

By Anita Manley
CSEA Communications Associate

MIDDLETOWN — When Don Davis' wife decided to return to work, she was spared the problem that most mothers of young children experience — finding a day-care center that she could trust.

Don, a CSEA member who is employed by the Middletown Psychiatric Center, was one of a work crew which helped to renovate a former patient building on the grounds of the psychiatric center into a spacious new day-care center.

"It took 60 gallons of paint to cover the ceiling in this place," said Davis, the father of eight-month-old Brian.

Davis said that although most day-care centers in the Middletown area charge about the same to care for children, the new Hilltop Day-Care Center on the facility's grounds was preferable because of its program and staff. Best of all, Don can have lunch with his son each day and visit him whenever he has the time during his workday.

Other CSEA employees have taken advantage of the new facility as have workers from four other facilities in the area including Mid-Hudson Psychiatric Center, Otisville Correctional Facility, Mid-Orange Correctional Facility and the Goshen Center for Boys.

Opening the day-care center was not an easy task since finding a space and promoting a center takes some doing. A number of state agencies must approve the site as well as the program, staff and such particulars as fire exits, safety plans, emergency plans and curriculum.

Funding was another problem. Although the state would provide a grant to start up the center, other funds were needed.

Participating facilities contributed what they could. While the Middletown Psychiatric Center provided the space and some of the utilities, Otisville Correctional Facility provided some printed matter for fund raising as well as work crews to relocate playground equipment and to construct a fence which now encloses the play area.

Inmates of Mid-Orange Correctional Facility made toys and doll houses and helped with preparation of the interior of the day-care center. One inmate even designed the interior.

The Goshen Center for Boys donated toys and the Mid-Hudson Psychiatric Center has provided private donations and publicity.

All facilities involved have also helped with fund raising. For instance, Mid-Hudson Psychiatric Center employee Art Townsend, vice president of CSEA Local 415, has singlehandedly raised about $600 with his 50/50 club.

HELPING to run the center is a 15-member committee comprised of labor and management employees of each facility. There are three unions involved: CSEA, PEF and Council 82. All are represented on the committee.

The center is open five days a week from 6:30 a.m. to 6 p.m. According to center director Linda Brown, hours will be increased if there is enough demand. It was thought that the center would remain open on weekends, but so far, there is not enough need to warrant this.

The children are provided with a hot lunch as well as a morning and afternoon snack. A full day of activities is planned including outdoor play, a full pre-school program of exercise, self-help skills (such as brushing teeth, washing and dressing), art, music and coordination. Each week the curriculum revolves around a theme such as safety, helping others or seasonal activities.

Presently, the center is licensed to take 48 children, ages eight weeks to five years. (Brown said she expects to increase that number eventually.)

Children are divided into groups according to age.

In addition to the director, there are six staff members working at the center.

Brown has a background in early childhood education. A former director of Kinder Care Learning Center, a nationwide corporation, she ran her own day-care center in her home in Reading, Pa. In January of 1982, she opened a day-care center for children of employees of the Reading Hospital and Medical Center. After a year, Brown and her husband moved to this area where she was hired as director of the Hilltop Day-Care Center.

Hilltop is the third such center in Region III. The others are located at Rockland Psychiatric Center and at Letchworth Developmental Center, both in Rockland County. There are now 13 in the state.

Two psychiatric centers (Hudson River and Harlem Valley) in Dutchess County are also looking into opening day-care centers in the near future.

Anyone interested in visiting the center should call Nancy Covell or Linda Brown at 342-5611, Ext. 3214, for more information.

DON DAVIS, a member of CSEA Local 415, shows off his son Brian during a tour of the newly-opened Hilltop Day-Care Center located at the Middletown Psychiatric Center. With Davis is Linda Brown, executive director of the child care program.

JAY MADDALI AND MATTHEW SCOTT enjoy their morning snack at the Hilltop Center. Overseeing the two youngsters is Jo Hogg, an assistant teacher at the center.
• Need for good day care great

There is a desperate need for competent, licensed, affordable day care. More single parents today are trying to raise their children and hold full-time jobs, but there are not enough centers and many of them charge fees that are beyond the earning capacity of the young mothers.

According to Dorothy Lasday, former chairwoman of the Dutchess County Child Development Committee, most parents who need day care cannot afford the service. While the cost of caring for an infant can range from $30-75 a week, most young mothers earn less than $15,000 per year. Staffing takes about 80 percent of a day-care center's budget, Lasday pointed out.

"The trouble is, you can't expect someone with a masters degree to work eight hours a day for $11,000 a year," she said.

The problems in opening a day-care center are great. There is all kinds of red tape from health and safety requirements to documentation of curriculum to staffing.

Molly Hardy, executive director of the Empire State Day Care Corporation says, that New York state has the most stringent regulations in the nation.

But Michael Kessler, program director for Head Start in Dutchess County, stresses that the environment of a day-care center is most important for the child.

"The child needs a warm and trusting environment — whether he is in a home or in a day-care center. If the child feels that he is not in a safe place, you'll have incredible problems. It's most important to establish a sense of trust for the child," he said.

The child also needs a stimulating environment, he added. "You need an adult who can sense the child's ability and needs. This gives the child a feeling of being an individual. The child must feel that the day-care giver is a friend and can be trusted."

And day care can be more than just babysitting. "Day care is structured, developmental — not just sitting kids in front of a TV set all day," said Kessler.

For the working parent, management needs to realize the problems of caring for children and working at a fulltime job. In Florida, one company had a rule that employees could not accept personal calls. Eventually, this was changed to allow children to call to let their parent know that they were home from school.

Other companies are setting up seminars for working parents on how to cope with children's problems. And private sector companies such as the Stride Rite Shoe Corporation in Boston are subsidizing day-care centers for their employees.

Lasday commended state and municipal employees for their hard work and cooperation in finally opening the Hilltop Center and she encouraged others to follow suit.

---

THE STATEWIDE PROBATION COMMITTEE met in Albany recently to discuss a number of topics, including the public's awareness of probation services, a proposal to improve probation functions with computerized services, revision of the training program for new probation officers and current legislation affecting probation. Participants of the meeting are pictured above: (seated, left to right) Linda Valenti; Ed Wutzer, state director, NYS Division of Probation; Jim Brady; Jim Mattei; (standing) Walter Leubner, CSEA staff; Jim Brearton; Eulis Cathey; Tom Mitchell; Francine Perreta; Herb Hamm; Warren Crow; Mike Thompson.

THE PUBLIC SECTOR, Friday, November 4, 1983 Page 19
Democratic Primary and the general election.

"Mr. Reagan's economics has starved your state and your cities of billions of dollars. Dollars that should have been invested in roads, schools, training and in people. And while you struggle and try to serve more people with less money, they (the administration) have heaped ridicule on public employees, they’ve implied you were lazy and didn’t care about the people you served. They are absolutely wrong!" Mondale said noting that he didn’t know any group of workers who worked harder or longer for modest pay with less thanks than the public employees of this country.

As president, Mondale pledged to use his office to honor and support public employees.

Mondale noted that President Reagan holds unions on the same level as special interest groups. He chided Reagan for that, saying: "You have interests that are special. Tell that to millions who have to thank CSEA and AFSCME for carrying forward the battle on pay equity. Equal pay for comparable effort is not a special interest. That’s justice, that’s America. And you don’t have to apologize for your support."

Often questioned about why he is seeking the most powerful office in the world, Mondale took a few moments to express his personal reasons for seeking the presidency of the United States. "We need a person in the White House who is a people’s president, who understands the importance and dignity of work. We need a president who believes in justice and fair play; not in the survival of the fittest. We need a president who shares our confidence in ourselves and in our nation. We need a president who will make this a government of the people, by the people and for the people." The audience roared its approval.

Mondale then began a litany of what the current administration is telling the American public in several different areas: "They say we can’t put people back to work . . . we can’t cut the deficit . . . we can’t educate our children . . . we can’t protect our environment . . . we can’t be a fair nation."

After each negative statement, labor’s candidate listed his future agenda to address the problem concluding with: "They say, ‘they can’t’, I will and we can." Mondale reminded the audience that it was the United States that rebuilt Europe and Japan after the war and that it is now time to rebuild America.

Summing up, the veteran national officeholder said bluntly, "After four years of Reagan, we are a nation of the rich, by rich and for the rich and I want to change it." The audience exploded for approval.

Envisioning the success of his administration, Mondale spoke of being able to walk into a store anywhere in America and being able to find the best made product at the fairest prices and turning it over to find four words which stirred the hearts of the diverse groups which made up the CSEA audience. Those words summarize the whole essence of the Mondale campaign. They are: "Made in the USA."

He then spoke of being able to go to any city or state and after talking with the public employees have them tell him that public employees are respected again, that they have the funds needed to do that job and that they have a friend in the White House.

The audience roared its approval.