WHITE PLAINS — CSEA members who may have been exposed to asbestos at nine worksites in Westchester County are now eligible for a comprehensive medical screening.

The Westchester County Unit was finally able to negotiate the agreement with management, following two years of complaints, grievances and arbitration hearings. The agreement involves employees exposed to “fibrous” asbestos, that is, asbestos that was flaking down from the ceiling. Physicians have linked the substance with lung cancer. Comprehensive medical screenings will be conducted at the Westchester Medical Center for employees at the following worksites: Westchester Medical Center dietary locker room area; Westchester Medical Center butcher shop purchase and supply area; Westchester County Center basement; Westchester Community College library receiving area; Hawthorne Police Headquarters; Peekskill District Office; the basement of 150 Grand Street; Ruth Raynor Institute at Grasslands Medical Center; and the Port Chester Sewage Treatment Plant.

In each facility, the friable asbestos has either been pulled down or sealed. That work was done by a private contractor and supervised by the county health department. Notices concerning the examinations have been posted at each worksite. CSEA shop stewards and members of the Health and Safety Committee will also help workers who have questions concerning the screenings.

Region III President Raymond J. O’Connor, who was president of the Westchester Unit when the matter was grieved, stated, “I’m pleased a settlement was reached which meets the needs of county employees with regard to this important safety issue.

“The Health and Safety Committee and the CSEA unit officers who brought this about are to be commended for sticking it out and reaching a settlement we can all be proud of.”

WE WILL BE HEARD
SOLIDARITY DAY, 3 AFL-CIO

CSEA PRESIDENT WILLIAM L. McCOWAN addresses unionists on Labor Day at Albany rally.

ALBANY — “If we don’t stick together, they’ll pick us off one at a time,” that was CSEA President William L. McCowan’s warning to unionists rallying around the state Capitol on Solidarity Day.

McCowan drew cheers when he pointed out that a Public Agenda Foundation survey shows that management has undermined workers’ desire to do high quality work.

The CSEA president said, “They (management) stand in the way of getting the job done right and more efficiently.”

But McCowan also said he was disappointed by the turnout. “This park should be overflowing,” said McCowan.

CSEA members taking part in the march and rally passed petitions to try to stop the layoffs on the barge canal and to pressure Albany County to bargain in good faith. Members of the social services unit in Albany County have been working without a contract since January because the county has refused to bargain.

President Reagan was a target for many of the speakers at the rally. State Labor Commissioner Lillian Roberts said, “We must fight back to bring an end to this national administration that has brought us more unemployment, more hunger, more military spending and less of everything for working people.”

President McGowan and other labor leaders taking part in the rally told the unionists to register and vote Ronald Reagan out of office.

Several hundred unionists marched in the first Labor Day parade that anyone could remember in Albany. Organizers claimed it was the first ever labor march in the capital city, but some veteran unionists said Samuel Gompers led one in 1912.

CSEA’s contingent in the march was led by Capital Region President C. Allen Mead, Secretary Irene Garr and County Executive Committee Chairwoman Mary Sullivan.

ON THE MARCH IN ALBANY AND NYC — pages 10 and 11 IN NATION’S CAPITAL — pages 12 and 13
**Women’s political clout to be topic at Region VI fall conference**

BUFFALO — The growing political significance of female voters and the potential women have for electing the next president will be outlined for CSEA Region VI members and delegates at a region conference planned for Friday, Sept. 30 and Saturday, Oct. 1 at the Grand Island Holiday Inn.

Irene Natividad, vice chairwoman of the National Women’s Political Caucus and director of the Center for Continuing Education at William Patterson College in New Jersey, will be guest speaker at the event.

Natividad is active in a wide range of community activities including Girl Scouts of America, Child Care Action Now and others.

The Philippines-born, 34-year-old Natividad is also a leader in a number of organizations formed to support the careers of Asian-American women. She is chairwoman of the New York Asian/Pacific Women’s Political Caucus, founder and president of Asian/American Professional Women, and a founding board member of the National Network of Asian/Pacific-American Women. She is currently working to form a political action committee to fund political campaigns for Asian-American women candidates.

Other agenda items for the region conference include a presentation by Bruce Wyngaard, CSEA assistant director for research on workfare and its effect on public employees.

Sally Bouton, CSEA director of education, will conduct a session and film presentation on civil service testing, and will also speak on educational opportunities for CSEA county members.

Labor Education Action Program (LEAP) Director Thomas Quinby will talk about his program, and Jack Carey, CSEA acting executive director, will give a presentation on recent changes in the retirement system.

Region VI President Robert L. Lattimer will announce the winner of the Charles R. Sandler scholarship.

The Grand Island Holiday Inn is located at 100 Whitehaven Road at East River Road, Grand Island. Overnight accommodations may be made with the Holiday Inn.

**Union takes first step in upgrading, reclassification**

NEW YORK CITY — After many months of frustration, newly-elected officers of Local 010 have taken the first step to assist approximately 500 employees of Social Service-Office of Disability Determinations (ODD) in seeking their long-awaited upgrading and reclassification study.

Janis Weiner, chairperson of the Ad-Hoc Committee for Upgrading and Reclassification, expressed relief that the process had finally begun to help employees.

“Our employees have been performing duties that we felt were not required by their job descriptions,” said Weiner, who is also third vice president of Local 010.

Unaware that the union could help them, the workers began soliciting voluntary contributions to hire a lawyer.

Weiner said Regional President Frances DuBose-Batiste learned of the voluntary contributions during the local’s installation in early August and advised the officers that the union had not only the resources available to assist the local, but the obligation to do so.

“Employees should not undertake such serious and involved matters on their own,” said DuBose-Batiste, “especially with the help of an outside attorney, no matter how sympathetic or well-intentioned he or she might be.

That’s what the union is here for. I see no reason why this group of workers should not be given the same opportunities that other employees have had.”

At the request of DuBose-Batiste, Local 010 trustees Ron Mazzola, regional director, and Joseph McDermott, CSEA executive vice president, arranged a meeting with CSEA Research Assistant Cindy Chovanec.

Chovanec met with the Ad-Hoc Committee in mid-August to establish guidelines for the formation of background materials and other documentation needed to begin what McDermott termed “a long and arduous task.”

“No one should go forward improperly prepared,” said McDermott, “We have a research department, among other resources, for just that purpose—to provide assistance.”

After the preliminary forms and questionnaires have been distributed and completed, said Weiner, arrangements will be made with Chovanec to set up information tables at ODD so employees can meet with her on an individual basis.

Notices announcing the date and time will be posted on union bulletin boards. Any employee who is interested in scheduling an appointment should contact the committee. Other committee members are second Vice President Nancy Hall, Local 010 Delegate Frank Rodriguez and Local 010 member Dési Grannum.

**Interior Content**

**CANAL TOUR** — Assemblyman Anthony Casale, R-113 Dist., left, listens intently as Harold Reinhardt, Local 502 vice president, explains the effects of cutbacks in maintenance along the historic 524-mile barge canal. Casale was given a guided tour of Lock 18 near Herkimer by CSEA officers of Local 502.

**HELPING HANDS** — Assemblyman Anthony Casale, right, and Rogert Stock, second from right, Little Falls City chairman, get first-hand information regarding state plans to cut the barge canal budget and personnel. Eager to offer facts to the officials are Gerald Hanson, left, Lock 18 operator, and Frank Zammitti Jr., President of CSEA Local 502. Casale and Stock signed CSEA “Save The Canal” petitions.
Unemployment law change to net benefits for non-teaching workers in school districts

Tens of thousands of CSEA members benefit from a new law which allows non-teaching school district employees to collect unemployment insurance if they are not assured in writing of re-employment when school resumes.

The legislation, which amends the New York state unemployment insurance law, affects bus drivers, custodians, food service workers and some office workers in all levels of schooling from nurseries to universities.

The change makes such non-teaching workers eligible for unemployment benefits during school recesses and vacations if they do not receive a written contract of employment for the next term. Under the old law, nothing was required in writing and a verbal assurance from a superior precluded an employee from filing a valid claim.

In addition to the provision for written assurance, the amendment provides for retroactive payment of benefits to non-teaching workers who file a timely claim and do not get rehired even after an assurance.

The amendment, which went into effect July 20, brings the state into compliance with requirements of the Federal Unemployment Tax Act.

However, it does not apply to workers in instructional, research or administrative jobs. Currently, they still may not collect benefits if they have a reasonable assurance of continued employment following a school break.

Mental Hygiene reminder

Large turnout seen Region V fall conference Sept. 23-26

Syracuse — Attendance at the Region V Fall Conference scheduled for Sept. 23-26 at the Sheraton Motor Inn in Liverpool, is expected to exceed the 1982 meeting.

"Thanks to the splendid cooperation between our program and education committees, the weekend should provide an outstanding package of informational meetings to enlighten and benefit officers and delegates from every local, including state, county, schools and retirees," Region V President Jim Moore said.

The weekend of activities opens Friday evening with state, county and school affairs workshops. The Saturday program will offer a wide range of meetings covering political action, retiree business, treasurers training and two full sessions for all delegates covering "Labor/Management: Structure & Development."

The weekend will conclude with a regional business meeting Sunday morning.

Installation in Westchester

WESTCHESTER COUNTY CSEA LOCAL 860 President Pat Mascioli, second from right, and his slate of officers were recently installed by CSEA Statewide President William L. McGowan, second from left. Chatting with them following the ceremony are Westchester County Executive Andrew O'Rourke, left, a guest at the ceremony, and CSEA Southern Region III President Raymond O'Connor, right.

SOUTHERN REGION III PRESIDENT Raymond O'Connor, right, discusses an issue with Westchester County CSEA Unit President Rich Saluga during a program held to install new Local 860 officers.
“The union is used to helping members. It's always on the lookout for any attempts by management to tamper with our rights.”
Carr to locals:

Send in delegates list before convention

ALBANY — Many delegates planning to attend the Oct. 24-28 Annual Delegates Convention may not be receiving September mailings of advance information and convention materials. The reason: Many locals still have not notified CSEA who their delegates are.

"Committee reports to the delegates are being compiled, and the agenda is being finalized," reported CSEA Secretary Irene Carr. "We are required to provide this material to the delegates 30 days in advance of the convention. But we can't complete the mailing if there's no mailing list, and we won't have a mailing list until the locals properly report their election results."

As a result of recent changes in the local Constitution, all persons who are delegates to the annual meeting from a local are entitled to attend the meeting, unless prior to the latest election the local designated a lesser number of delegates to attend.

Under the most recent local constitution, local officers automatically serve as delegates. Additional delegates, if necessary based on the local's membership strength, can be elected.

The statewide constitution requires locals to file with the statewide secretary a list of their delegates no later than July 15.

"However, we have not been receiving delegate lists, and at last count more than 50 locals still had not responded to our repeated reminders that they must report names and addresses of elected officers," Carr said. "These locals are effectively cutting themselves off from important channels of information. I urge the locals to complete this important requirement as quickly as possible."

Warning of difficulties in certification by the credentials committee at the convention, Carr forwarded new delegate listing forms to all locals last week in an effort to speed up the reporting process.

PEOPLE run scheduled

KIAMESHA LAKE — Delegates should get out their running shoes and get in training for another PEOPLEthon event. Entry fee for the run during the October Delegates Convention at the Concord will be $30 or more in pledges to PEOPLE.

PEOPLE — Public Employees Organized to Promote Legislative Equality — is the political action arm of AFSCME. Money will be used in next year's federal elections.

"Now is the time to start collecting pledges before the convention," urged CSEA Political Action Training Specialist Ramona Gallagher.

"The purpose of these fun runs is to raise funds to support candidates on the national level. We want to be able to make a difference in '84 and to effectively back candidates who support labor issues."

Any delegate or family member attending the convention can enter the race, scheduled for the afternoon of Oct. 26. The three-mile route will be announced at the convention.

Awards will be presented to the top three male and three female finishers in the event, and a special award will go to the entrant raising the most pledge money. All entrants will receive a PEOPLE T-shirt or tote bag, and refreshments will be served to participants after the race.

"The run itself will be a lot of fun, but the serious purpose has to be accomplished during the next few weeks," Gallagher emphasized. "I hope that delegates will obtain pledge sheets and work to obtain as many pledges as possible from members of their locals and units."

Pledge sheets are available from the CSEA Legislative Office, 150 State St., Albany, N.Y. 12207. Pledge sheets are also being sent to delegates in pre-convention mailings, and will be available at the PEOPLE booth at the Concord beginning Oct. 23.

The EMPLOYEE ASSISTANCE PROGRAM Advisory Board, a coalition of labor and management representatives, meets regularly to review the EAP program and ensure that its goals and objectives are carried out. The support and referral program is designed to help state workers handle personal problems that may hurt their job performance. In top photo, Dennis Battle, left, and Tom Going listen to a discussion during a recent meeting. Battle, CSEA's director of personnel and employees relations, represents CSEA on the advisory board, along with CSEA President William L. McGowan. Going is the EAP program manager. In bottom photo, board members Esther Swanker, of the Department of Transportation, Al Demarco, of the Governor's Office of Employee Relations, and Jim Sipes, of AFSCME Council 82 are pictured.
In Dutchess County

M-o-v-e: how Social Service Dept. workers spell relief

POUGHKEEPSIE — Relief may soon be in sight for Dutchess County Department of Social Services workers, following a six-year-long battle with an unresponsive landlord to rectify unsatisfactory working conditions.

After years of employee complaints that the department's present location in a downtown department store lacks ventilation and has an inadequate heating system, county lawmakers have finally voted to move the department to a building that once housed the Poughkeepsie YMCA.

Although not completely satisfied with the decision, President Mary Rich and Vice President Carl Mathison of the CSEA Dutchess County Unit both agreed they were "relieved that some kind of action had been taken."

"The present situation is intolerable," Mathison remarked. "The building is designed for an open sales floor, not partitioned offices."

The heating system has three speeds — too hot, too cold, and not working at all." Mathison added that on a few Mondays, employees would find their offices had been flooded because pipes had broken over the weekend.

Legislators mulled several renovation proposals before approving a plan to renovate office space in the old YMCA building, just a block from the county office building.

One present concern is that the project will take an estimated 18-20 months to complete, leaving Social Services employees in the drafty old building for more than a year. But officials have agreed to "band-aid" problems in the building, hoping to make this winter more bearable for employees.

Unit officers commented that CSEA members will hold Dutchess County responsible for any problems that come up in the building in the interim. "Our employees have suffered long enough," Rich said.

In the interim, one concern is that the building's inadequate heating system will make this winter more bearable for employees. The heating system has three speeds — too hot, too cold, and not working at all." Mathison added that on a few Mondays, employees would find their offices had been flooded because pipes had broken over the weekend.

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State workers donate blood to save victim

ALBANY — State employees responded heroically to a call for help in late August, donating 136 pints of blood to help save a trauma victim at the Albany Medical Center. The appeal for aid came at noon when the Albany Chapter of the American Red Cross called the State Office for aid came at noon when the Albany Chapter of the American Red Cross called the State Office for General Services (OGS), with a special appeal for type O positive blood. The Red Cross told OGS that the Medical Center patient was consuming vast quantities of the blood type, and that their supplies would be exhausted by 6-00 p.m. that day. OGS immediately went into action to answer the call.

Within minutes the Capital Police made an announcement over the public address system throughout the Empire State Plaza complex and the Alfred E. Smith Building. Expecting a large turnout, the Convention Center staff made two Concourse meeting rooms available as a donor center. The Plaza manager's office arranged to have the rooms cleaned and set up to accommodate the Red Cross equipment and personnel. The OGS Division of Employee Services coordinated much of the effort to get donors.

For four hours, from 5:00 p.m. to 9:00 p.m., state workers trooped in to donate their blood. During that time more than 82 units were donated and 30 people had to be turned away and referred to local bloodmobile facilities. At the end of the following work day the special drive had netted 136 pints of State employees' blood.

According to Albany Red Cross spokeswoman Diane Averly, the appeal was very successful in meeting the immediate emergency, and for replenishing the Medical Center's supply. She also expressed the sincere appreciation of the Red Cross for the response.

"State employees have responded to this very special need in typical fashion," said OGS Commissioner John C. Egan. "They have always been generous in the past when there has been a call for help; they will do so again. Theirs is the spirit of Governor Cuomo's "Family of New York." I wish to express my thanks to the Capital Police, the Convention Arts Bureau, the Plaza manager's office and the Division of Agency Employee Services for their quick and effective handling of this situation. More importantly, I wish to especially thank those State employees who gave the most...their blood," the Commissioner stated.

For the past 10 years, New York State employees have led the nation in the amount of blood given and the percentage of donors under the NYS Employees' Blood Program. That achievement was one reason why state employees recently received a 1983 Presidential Recognition Award for public service.
OCA members advised
to take exams for
'cover-in' positions

ALBANY — Despite recent legal victories upholding
"cover-in" or "grandfather" legislation, CSEA is
advising its members in the Office of Court
Administration to take the examinations for their
"covered-in" positions.

"The constitutionality of the 'cover-in' legislation is
being litigated in several forums," noted CSEA attorney
Stephen J. Wiley of the law firm of Roemer and
Featherstonhaugh. "This issue has been ongoing for
several years now, and affected employees should be
updated on developments."

In one case in which CSEA has intervened, an
independent union in one part of the state is claiming that
the cover-in legislation is a violation of Article 5, Section
6 of the state Constitution in that by "covering in"
provisional employees, the concept of merit and fitness is
violated.

CSEA's position has been successful at the lower
court level, and the cover-in legislation has been
declared to be constitutional. However, the decision is on
appeal.

Also some time ago, CSEA had a disagreement with
OCA over whether an employee who had been covered-in
to a particular position could also be allowed to take the
examination and be appointed, if reachable, for the
position. OCA finally agreed to allow appointments to be
made from the eligible list in this manner.

"We've done all this, of course, to try to alleviate the
impact in the event that the cover-in legislation is
declared unconstitutional," Wiley explained. "While we
will continue to pursue this, incumbents in OCA who
might be adversely impacted by this would be well
advised to cover their bases by taking the examinations
for their positions."

MALADY — Among the elected leaders at a
recent officer training workshop staged by Region 1
was a CSEA stalwart who spent her entire day on
three different forms of public service.

Nancy Henkison had done jury duty that day until
3:45 p.m., when she dashed to a contract
negotiating meeting for the Connetquot School
District unit of Suffolk Educational Local 870.

When the negotiations were unexpectedly
adjourned at 6 p.m., Henkison quickly added
another service to her day's agenda by racing off to
the training workshop.

Henkison, who is treasurer of the Connetquot
unit, joined a delegation led by unit president Pat
Kornely, at the workshop conducted in Region I
headquarters in Hauppauge.

The day's duties took Henkison from Riverhead
to Bohemia to Hauppauge.

About 80 elected CSEA leaders, many of them
new to elected office, were drilled in their union
duties in a three-hour session led by CSEA Training
Specialist Peg Wilson.

The Region later conducted similar workshops
for treasurers and secretaries, the latter workshop
led by Statewide CSEA Secretary Irene Carr.

Fall workshops set
for Southern Region

FISHKILL — The Southern Region III Education Committee and the
CSEA Education and Training Department will offer members and officers
an informative series of seminars this fall.

Officer training workshops, scheduled for September, are designed to
help promote a better understanding of roles and functions of unit or local
officers. They are limited to 40 participants.

Legislative and political action workshops, to be held in October, will
help members understand and participate within the political system. They
are also open to 40 members.

The Region III Major Weekend planned for November is aimed at
increasing members' awareness of their rights and improving their ability
to function in their jobs. This event will be open to 120 participants.

OSHA workshops, also slated for November, will focus on public sector
health and safety laws and improving the quality of the workplace.

For more information on the workshop series, contact local and unit
presidents throughout the region.

VDT report 'inadequate, misleading'

WASHINGTON — Several unions have criticized a recent National
Research Council report on health problems associated with video display
terminals (VDTs) as inadequate and misleading.

The National Institute for Occupational Safety and Health, which
commissioned the report two years ago, also expressed dissatisfaction with the
report's conclusions.

The NRC's Committee on Vision said it found "no scientifically valid
evidence" that VDTs damage workers' vision. The report said it is "highly
improbable" that VDTs cause or contribute to cataracts and that radiation
from VDTs is "highly unlikely to be hazardous" to operators. The NRC panel
recommended that no further research into the health hazards of VDTs is
needed nor are guidelines or standards governing VDTs and their use in the
workplace.

Barry Johnson, director of NIOSH's biomedical and behavioral science
division, said that although he is satisfied with the data reviewed by the NRC
panel, he disagreed with its conclusion.

"We believe there is sufficient evidence to warrant continuing research,"
Johnson said.

David LeGrande, Communications Workers safety and health
administrator, said the report is "highly irresponsible for failing to back further
research or issue guidelines while at the same time admitting that medical
study on the issue is not complete."

Charles A. Perlik Jr., president of The Newspaper Guild, said the union
fears employers will interpret the report as saying that VDTs pose no health
hazards. "That's not true at all," he said.

Both Perlik and LeGrande scored the panel for not waiting until a major
report on VDT health and safety issues by the Mount Sinai School of Medicine
is published this fall.
Organized labor will be an extremely important factor in the 1984 presidential primaries and general election. Labor will be solidly in the Democratic corner in an all-out bid to end the reign of the Reagan Administration.

In order to know the Democratic candidates better, CSEA members are urged to attend a series of fall forums scheduled throughout New York State during September and October. The forums are being sponsored by the New York State Democratic Committee.

Following is the complete schedule of forum dates. All sessions are open to the general public free.

<table>
<thead>
<tr>
<th>DATE</th>
<th>CANDIDATE</th>
<th>LOCATION</th>
<th>TIME</th>
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<tbody>
<tr>
<td>September 14</td>
<td>Senator Gary Hart</td>
<td>Buffalo, New York - Hotel Statler</td>
<td>7:00 p.m.</td>
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<tr>
<td>September 15</td>
<td>Senator Alan Cranston</td>
<td>White Plains, New York - White Plains Hotel</td>
<td>7:30 p.m.</td>
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<tr>
<td>September 19</td>
<td>Senator Ernest Hollings</td>
<td>Broadway and Lyons Place, Mineola, New York - Hofstra University</td>
<td>8:00 p.m.</td>
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<td>September 26</td>
<td>Senator John Glenn</td>
<td>North Campus - Multi-Purpose Room, Syracuse, New York - Hotel Syracuse</td>
<td>7:00 p.m.</td>
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<tr>
<td>September 28</td>
<td>Walter Mondale</td>
<td>Rochester, New York - Rochester Institute of Technology - City Center</td>
<td>12 Noon</td>
</tr>
<tr>
<td>October 6</td>
<td>All Candidates</td>
<td>New York City - Town Hall, 123 West 43rd St.</td>
<td>7:00 p.m.</td>
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SCHENECTADY MAYOR FRANK DUCI has gained the endorsement of the Civil Service Employees Assn. in his primary election bid to retain the top office in Schenectady. Mayor Ducii, center, shakes hands with CSEA Capital Region President C. Allen Mead following announcement of the endorsement. Looking on with approval are, from left, Schenectady County CSEA Local 847 President Frank Tomecko, Schenectady County CSEA Board of Directors member Louis Altieri, and City of Schenectady CSEA Unit President Jack Parisi.
CSEA members and officials turned out in probably record numbers at Labor Day programs all across New York State, with large turnouts especially in Albany and New York City. Designated 'Solidarity Day III' by the AFL-CIO, Labor Day 1983 served to kick off organized labor's drive toward being a major factor in the 1984 presidential election. The Labor Day activities shown on pages 9, 10 and 11 are proof that CSEA intends to be an important part of that effort.

CSEA ON THE MARCH — CSEA was heavily involved in Labor Day activities. In above right photo, CSEA President William L. McGowan addresses unionists at Solidarity Day III rally in Albany on Labor Day. In photo above, Brooklyn Developmental Center CSEA Local President Denise Berkley, left, and CSEAP Committee member Ann Worthy show plenty of enthusiasm in Labor Day parade in New York City on same day. Also in New York City, the program served as a forum for such critical issues as pension inequities, photo right.
NEW YORK CITY — Manhattan Psychiatric Center CSEA Local 413 Treasurer Jesse Thompson is an expert baton twirler, and he tossed and twirled his way up Fifth Avenue to add color and excitement to CSEA’s contingent in the 1983 New York City Labor Day parade.

Thompson, who said he got his first lessons free by watching a drum majorette in his hometown of Albany, led the Bronx-based Farjado Youth in Action Marching Band. He is a certified twirling teacher with an international degree from London, and many of his students are Youth in Action members.

“Twirling brings out the poise, personality and character of a person,” says Thompson, “It disciplines you, both mentally and physically.”

Thompson knows about discipline. He has to in order to meet the demands placed on him by virtue of his many affiliations and memberships with organizations. He is an Amateur Athletic Union (AAU) judge, chairperson of the AAU Junior Olympics and the metropolitan AAU, a member of the National Baton Twirling Association, the Eastern Seaboard Association and the United States Twirling Association. He also runs annual clinics in the Virgin Islands and Puerto Rico.

Although he has won numerous awards throughout his ventures as a twirler, Thompson says his fondest memory thus far is July 4th, 1962, when he gave a solo performance at President Kennedy’s Massachusetts summer home.

“No matter what you do, you’ve got to give it your all if you want it to work. Twirling is a lot like being in a union; you’ve got to be committed, sincere and actively involved to get results.”

JESSE THOMPSON, an expert baton twirler and treasurer of CSEA Local 413 at Manhattan Psychiatric Center, warms up prior to leading the Farjado Youth in Action Marching Band in the 1983 New York City Labor Day parade.
CSEA REPRESENTATIVES gathered in park between Alfred E. Smith State Office Building, above, and the Capitol Building in Albany to hear rousing Labor Day speeches. Among union officials participating were CSEA statewide Secretary Irene Carr, above shouting support as she marched down Albany parade route, and Capital Region IV President C. Allen Mead, right center photo, shown with group of CSEA-represented Albany County employees.
UNION LEADERS JOIN MARCH — CSEA President William L. McGowan, left, and Long Island Region I President Danny Donahue in top photo, were among the CSEA contingent at the anniversary march on Washington.

March participant
Doris Williams has hopes event will ignite progress in human, civil rights

BUFFALO — For Doris Williams, the twentieth anniversary of the 1963 March on Washington was a "thrilling experience" that prompted reflections on Civil Rights progress since the now-famous "I Have a Dream" speech by Dr. Martin Luther King Jr.

Williams, a member of SUNY Local 602 and CSEA’s statewide Special Minority and Human Rights Committee, feels the recent march may re-ignite the spark of human and civil rights progress.

"There’s a lot more that remains to be done to achieve Dr. King’s dream," declared Williams. "Today, there are more subtle ways of racism and discrimination that have come about.

"So, those who are concerned about human rights must be more sensitive and vigilant in working to stamp out human and civil rights abuses," she continued.

Williams said there is a need to recognize the "new barriers" that she feels have "cropped up in the last 20 years."
WASHINGTON — Twelve busloads of CSEA members joined with more than 200,000 other marchers from across the nation on Aug. 27 to rekindle Martin Luther King’s dream of jobs, peace and freedom.

The 1983 March on Washington, D.C. marked the 20th anniversary of Dr. King’s historic “I have a dream” speech.

“This huge demonstration by members of labor, the civil rights movement and a wide variety of other groups shows that workers in this country are feeling the pain of Reagan administration policy,” said CSEA President William L. McGowan.

“The administration claims that unemployment is slowly going down. But they overlook the millions of Americans who are so discouraged they have stopped looking for work and those who are working because they cannot find jobs,” said CSEA Executive Vice President Joseph E. McDermott.

Critics of the march said the agenda was too vague. But on the day of the march it became clear that the real agenda of the day was the defeat of Ronald Reagan in 1984.

“The fact that this many people representing blacks, whites and hispanics, women and men and a diverse group of interests came together to voice opposition to this president is significant,” said McDermott.

“Groups that have been at odds with one another in the past are finally realizing their common interest,” said McGowan. “With Reagan in the White House, members of the civil rights, labor, peace and women’s movements can see that they have to work together to elect a Democrat.”

CSEA Region II President Frances DuBose-Batlste commented that the concern and support shown for each other was one of the most positive things about the anniversary rally.

The blistering heat and intense humidity of the summer day made every step of the march painful, but as the throng moved forward, marchers could be heard asking each other, “Are you all right?” and “Do you need help?”

And despite the heat and the size and diversity of the crowd, the demonstration remained peaceful and orderly. The crowd jammed into the Mall in front of the Lincoln Memorial, where they sat or stood quietly listening to the speakers, who ranged from Coretta Scott King, widow of the slain civil rights leader, to Atlanta Mayor Andrew Young and the Rev. Jesse Jackson.
THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES FOR A SECOND READING. IF PASSED, THE AMENDMENTS WILL BECOME PART OF THE CSEA CONSTITUTION.

1. The following amendments to Article IV and Article V of the Constitution were recommended by the Board of Directors and referred to our Committee by the Delegates at the October, 1981 meeting. Although two different articles are affected, they shall be read and voted on together.

ARTICLE IV

ORGANIZATION OF THE ASSOCIATION

Section 2. BOARD OF DIRECTORS.

(a) Voting Members — The voting members of the Board of Directors shall be the Officers of the Association, members of the Executive Committee of the State Division, members of the Executive Committee of the County Division who represent locals having 100 or more members as of the preceding January 1st, one additional member of the County Executive Committee, to be elected by the members of the County Executive Committee, representing County Division locals which have membership of less than 100 on the preceding January 1st, the immediate past president of the Association during the term or terms of the immediate past president's successor provided that such past president shall be a member of the Association and not a paid employee of the Association.

(b) Each region shall have a regional executive board which shall consist of the elected officers, immediate past president, the local presidents, and shall reflect, where applicable, representation of the state departments, county division, school districts, judiciary, authorities and community of interest which may be deemed necessary within the region.

Explanation: The Committee recommends adoption of these amendments and agrees with the reasons set forth by the Board of Directors Committee, which are:

(a) Frequently, the occupant of this position serves as an executive, rather than as a constructive force.

(b) While this position entitles the occupant to all the rights and privileges associated with the elected positions on the governing body, the individual has not been elected. In the instance of a defeated president, the electoral process has clearly determined the will of the constituency to remove the individual from a leadership position.

(c) A president who has not sought re-election or re-nomination has apparently declared a desire to be relieved of the leadership responsibility associated with the governing structure.

(d) Assuming a president remains within the active membership, the succeeding president may, if desired, still seek the availability of this individual through other means.

(e) With the staggered election process, stability is maintained through the levels of CSEA, sufficient to provide any necessary assistance to new administrations.

2. The following amendment to Article IV, Section 5 of the Constitution is submitted by the Constitution and By-Laws Committee.

“ARTICLE IV

ORGANIZATION OF THE ASSOCIATION

Section 5. OFFICERS

(b) NOMINATIONS.

(8) The Statewide Nominating Committee shall select at least two (2) nominees for each position on the State Executive Committee. In all cases an incumbent, upon consent and if otherwise eligible, shall be one of said nominees.

No person shall be eligible for nomination unless that person shall have been a member in good standing of the Association (on or before) since June 1st of the year preceding the year in which the election is held. REST OF SECTION REMAINS THE SAME.

Explanation: This amendment clarifies the intent of the current language as it has been interpreted for many years. A person must be a member on June 1st of the year preceding the year of election and continuously thereafter. The Committee recommends adoption of the amendment.

3. The following items are presented to the delegates by the committee as proposed amendments to the constitution. The presentation to the delegates at this meeting constitutes a first reading of these amendments.

(1) The following amendment to Article IV, Section 4 of the Constitution was submitted on behalf of the Statewide Officers by Joseph E. McDermott, Executive Vice President, by letter dated July 25, 1983.

“ARTICLE IV

ORGANIZATION OF THE ASSOCIATION

Section 4. DIRECTORS’ COMMITTEE.

The Board of Directors shall elect from its membership a Directors Committee, to consist of not less than ten and not more than twenty members. Such committee shall include the officers of the Association, the Chairperson of the State Executive Committee and the Chairperson of the County Executive Committee, and as many other members as the Board deems necessary to form an effective committee. The proposed changes are so extensive, they will be presented in two segments in the Public Sector. Following is the first segment of proposed changes, along with explanations and recommendations from the union’s Revision of the Constitution and By-Laws Committee. The remaining segment will be published in the issue of September 23.
member one or more delegates to represent the members of the local at all meetings of the Association, except that the local president shall, by virtue of that office, automatically be designated as a delegate. At least July 15th of each year, each local shall file with the Secretary of the Association an accurate list containing the names and addresses of its delegates for the ensuing year, and names and addresses of any alternates designated as such by the local. Such delegates shall have one vote for each hundred members or fraction thereof in such local based upon the paid membership in the Association on the first day of the General Business Meeting. As a practical matter, the various major components of a local, including recognized units of the local and/or major bargaining units within the local, shall receive proportional representation among the local so as to reflect a one person/one vote principle. The number of votes each local or department is entitled to cast shall be determined by the Membership Committee.

REST OF ARTICLE REMAINS THE SAME.

Explanations of the changes which is the purpose to existing procedure which must not result in the past relative to the voting strength of CSEA Locals. It is the understanding of the Constitution and By-Laws that a majority of the delegates of the local, and, consequently, their votes shall reflect the overall makeup of the Local's membership. We believe that the proposed amendment clarifying what is supposed to be existing procedure will remove any doubt as to the appropriate makeup of Delegates from each particular Local. The Committee recommends adoption of the amendment.

THE FOLLOWING ITEMS ARE PRESENTED TO THE MEMBERS OF THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.

(1) The following amendments to Article II, Section 1 of the By-Laws was submitted by Irene Carr, Statewide Secretary, by letter dated May 31, 1983.

"ARTICLE II
MEETINGS
Section 1. ANNUAL MEETING. The Annual Meeting of the Association shall be held on call of the President between the 15th day of September and the 15th day of November in each year. The President shall give notice of the date of the Annual Meeting of each local region and members of the Board of Directors before April 15th in each year. Each year the Annual Meeting shall last five days. [The first day of the Annual Meeting shall be devoted to separate State Department meetings, County Division meetings and separate district meetings. The first evening of the Annual Meeting shall be devoted to special sessions as determined by the Education Committee and the President.] Prior to the convening of the general session, meetings shall be conducted which shall be consistent with the Internal makeup of CSEA with direction toward bargaining unit seminars for the State Division delegates and appropriate workshops for the various components of the County Division Standing Committee, which are submitting reports to the delegate body, shall conduct an open forum during the first two days of the meeting. Separate sessions of the State Division and County Division shall be held prior to the general meetings. Necessary business appropriate to the separate divisions shall be conducted at these separate sessions, while business pertaining to the Association as a whole shall be conducted at the General Assembly, Prior meetings. Subsequent dates shall be devoted to an agenda fully prepared, described and distributed to Local Presidents, Region Presidents and delegates, thirty days prior to the Annual Meeting. The President may call a meeting of the Board of Directors for the day prior to the first day of the Annual Meeting. [The President may place on the agenda under "New Business" any business emanating from the departmental, County or School meetings, on the first day of the Annual Meeting with the consent of a majority of the Delegates.]

Explanation: The amendments are proposed to more accurately reflect the procedures currently followed during Annual Meetings. The Committee recommends adoption of the amendments.

(2) The following amendment to Article IV, Section 3(b) of the By-Laws was submitted by Barbara Fauler, Statewide Treasurer, by letter dated January 11, 1983.

"ARTICLE IV
FINANCE
Section 3. REFUND AND REIMBURSEMENT.
(b) REFUNDS TO UNITS. All recognized units of the Association, including bargaining units within the local, shall be entitled to rebates to Units which have complied with reporting standards, providing there are sufficient funds in the Local treasury.

Explanation: Units should not be penalized by having rebates to Units withheld as a result of non-compliance by the Local to submit its Annual Financial Report Form 6 and Audit Report to the Treasurer's Office. The amendment would mandate the Local to release the Unit rebates to Units as long as Local capital was available. The Committee recommends adoption of the amendment.

(3) The following are eight amendments to By-Laws Article V, JUDICIAL BOARD. Each proposed by the County Committee as proposed by John Mauro, Rockland County, Local 844, at the Annual Meeting of the Delegates, October, 1981. In order to comply with the mandate of the Delegates made at the October, 1982 Delegates Meeting, the amendments were presented at this time on an item-by-item basis. It should be noted that the explanations herein attributed to Mr. Mauro are exact quotes from his original proposal presented in October, 1981.

"ARTICLE V
JUDICIAL BOARD
Section 1. MEMBERS
(a) The Judicial Board shall be comprised of eight members. Each Regional [President] Executive Board shall appoint one member and the [President] Board of Directors of the Association shall appoint two members. From these eight members, the [President of the Board of Directors] Judicial Board shall select the Chairperson and Vice Chairperson of the [Judicial Board]. Board.
(b) A vacancy on the Judicial Board shall be filled by the officer making the initial appointment. (Except, only the [President of the Board of Directors] Judicial Board may select the Chairperson and Vice Chairperson.)

Mr. Mauro's Explanation: "The above amendments can and should provide for fair and even-handedness in the appointment of persons to the Judicial Board eliminating political motivations. That explanation is supported by the original proposal presented in October, 1981."

"ARTICLE V
JUDICIAL BOARD
Section 3. PROCEDURE.
(a) Charges against individual members.
(b) Charges against individual members of the Association or any subdivision thereof will be heard by a Board of three or more members. A charge brought against him or her when the charge is made by certified mail, return receipt requested.

Mr. Mauro's Explanation: "Upon review of Section 6, Pages 21 and 22, lines 732 through 748, such section in essence provides for a formal procedure that will assure that a member, Region, Local or Unit will be protected from unfounded suspensions and stigmatism."

"ARTICLE V
JUDICIAL BOARD
Section 3. PROCEDURE.
(b) Trustee.
(1) Any Region, Local or Unit may be placed in

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trusteehip for any reason deemed good and sufficient by the President of the Association or by the Board of Directors of the Association. Charges against any Region, Local or Unit may also be deemed charges against the individual officers of the Region, Local or Unit. In such case, all charges will be heard together before the Judicial Board. The President of the Association or the Board of Directors of the Association must serve the Region, Local, Unit, and/or officers thereof with charges by registered mail, return receipt requested, with a copy to the Judicial Board. Such charges must contain a clear and concise statement of facts constituting the basis for placing the Region, Local or Unit in trusteehip and must be accompanied by a written statement that the Region, Local, Unit or individual officers charged have a right to object by filing an answer by registered or certified mail to the Judicial Board within ten days after receipt of the charges. If no answer is received, the charges shall be deemed admitted.

(2) The President of the Association or Board of Directors of the Association shall appoint one or more trustees to act in all matters concerning the Region, Local and/or Unit pending a hearing and determination by the Judicial Board.

(3) The Judicial Board shall hold a hearing within thirty days after receiving an answer from the Region, Local, Unit and/or individual officers. The hearing shall be conducted as stated above under paragraph (a).

Mr. Mauro's Explanation: "Reasons for placing a body in trusteehip deemed good and sufficient by a lone individual may be prompted by political overtones. A presentation of reasons deemed good and sufficient would have to have substantiation by a board of panel for further procedure, if warranted."

Committee's Explanation: Aside from the confusing language of the amendment, it is presumed that the intent of the amendment is to give the Directors' Committee, rather than the Board of Directors, the authority to place any body in trusteehip. The Committee disagrees with the amendment and believes that the full Board of Directors must be involved in any trusteehip proceedings. The Committee recommends defeat of the amendment.

(4) The following amendment to Article VI, Section 1 of the By-Laws is submitted by the Constitution and By-Laws Committee.

"ARTICLE VI  COMMITTEES

Section 1. STANDING COMMITTEES. The Standing Committees of the Association shall be as follows: Convention Committee, Legal Committee, Revision of Constitution and By-Laws Committee, [Retirees Committee.] Convention Committee, Political and Legislative Action Committee, Committee for Methods and Procedures, Education and Training Committee, Election Procedures Committee, Committee to Oversee the Comprehensive Employment and Training Act, Membership Committee, and Statewide Safety and Health Committee." REST OF SECTION REMAINS THE SAME.

Examination: Previous action by the Board of Directors and the County Executive Committee called for the retention of the CETA Committee as a necessary group, but recommended an expanded role to cover various other areas of interest. The proposed name change would accomplish this directive and lend itself more appropriately to the duties of this committee. The Committee recommends adoption of the amendment.

(5) The following amendment to Article VI, Section 4 of the By-Laws is submitted by the Constitution and By-Laws Committee.

"ARTICLE VI  COMMITTEES

Section 4. SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Armory, Auditing, Human Rights, Minorities, Memorial Scholarship Fund, Plaque, Civil Service, Social Services, Probation, Non-Teaching School District Employees, Special Authorities, Women's Committee, and such other committees designated by the President of the Association." REST OF SECTION REMAINS THE SAME.

Examination: In July of 1981, the Methods and Procedures Committee had submitted a recommendation to delete the Human Rights Committee from Special and Ad Hoc Committees. Upon communicating with the Chairperson of the Human Rights Committee, information has been received that the Minorities Committee and Human Rights Committee have merged. Based upon the current composition of the Committee, it was determined that this justified the committee remaining a special committee. The amendment reflects its proper name. The Committee recommends adoption of the amendment.

(6) The following amendment to Article VI, Section 4 of the By-Laws was submitted by Carol Craig, Chairperson of the Non-Teaching School District Employees Committee, by letter dated June 17, 1983.

"ARTICLE VI  COMMITTEES

Section 4. SPECIAL AND AD HOC COMMITTEES. The Special Committees of the Association shall be as follows: Armory, Auditing, Human Rights, Memorial Scholarship Fund, Plaque, Civil Service, Social Services, Probation, [Non-Teaching School District Employees] School Employees Committee, Special Authorities, Women's Committee, and such other committees designated by the President of the Association." REST OF SECTION REMAINS THE SAME.

Examination: The Non-Teaching School District Employees Committee believes that its current name carries "a negative connotation and the amendment reflects the preferred committee name. The Committee recommends adoption of the amendment.

The remainder of the Committee's report encompasses a comprehensive revision of existing language designed to update the Constitution and By-Laws with current practices and to eliminate inconsistencies which may exist between the Statewide Constitution and the Region, Local and Unit Constitutions, as well as inconsistencies with appropriate laws governing CSEA elections. The revisions are presented in two parts: Constitutional revisions constituting a first reading; and By-Laws revisions which will become effective immediately if passed. Since the majority of the revisions are of a "cosmetic" nature, explanations have been eliminated.

NOTE: INDIVIDUALS INTERESTED IN DISCUSSING THE AMENDMENTS PRESENTED IN THIS PORTION OF THE REPORT SHOULD DO SO AT THE COMMITTEE FORUM. FOLLOWING THIS COURSE OF ACTION, THE COMMITTEE BELIEVES THAT A LENGTHY DISCUSSION ON THE AMENDMENTS IS NOT NECESSARY.

THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE CONSTITUTION. THE

(Continued on Page 17)
CSEA's Constitution and By-Laws

(Continued from Page 16)

PRESENTATION TO THE DELEGATES AT THIS MEETING 
CONSTITUTES A FIRST READING OF THESE 
AMENDMENTS.

"ARTICLE I 
NAME

This organization shall be known as THE CIVIL SERVICE 
EMPLOYEES ASSOCIATION (CSEA), INC., AFL-CIO. The headquarters of the Association shall be maintained in the City of Albany.

ARTICLE II 
PURPOSE THOUGH POLICY

This Association is organized and exists to promote 
the organization of workers in general and public 
employees in particular, to represent its members 
with respect to all terms and conditions of employment, 
to uphold and extend the principles of merit and 
morality in public employment, to maintain and promote 
efficiency in public service and to advance the interests 
of all civil service employees. It is dedicated to the 
principle that Government is the servant and not 
the master of the people, that its objectives are to 
be attained by truly democratic methods.

ARTICLE III 
MEMBERSHIP

NO CHANGES

ARTICLE IV 
ORGANIZATION OF THE ASSOCIATION

Section 1. DIVISIONS. No change

Section 2. BOARD OF DIRECTORS. The power and 
authority to transact all business of the Association shall, 
subject to the power and authority of the Delegates at 
meetings of the Association, be vested in a Board of 
Directors which shall consist of the following:

(a) Voting Members — The voting members of the 
Board of Directors shall be the Officers of the 
Association, members of the Executive Committee of 
the State Division, members of the Executive Committee 
of the County Division who represent [I]Locals having 100 
or more members as of the preceding January 1st, and 
one additional member of the County Executive Committee, 
to be elected by the members of the County Executive 
Committee, representing County Division [I]Locals which 
have membership of less than 100 on the preceding 
January 1st. [ _, the immediate past president of the 
Association during the term or terms of the immediate 
past president's successor provided that such past 
president shall be a paid employee of the Association and not 
a paid employee of the Association.]

(b) Non-Voting Members — The non-voting members of the 
Board of Directors shall be the Chairpersons of all 
Standing Committees as defined in Article VI, Section 
[I]7 of the By-Laws and the Chairperson or Vice 
Chairperson of the Retirees Section Executive Committee.

No-voting Members of the Board of Directors shall not 
introduce, second, or debate any action before the 
Board except matters affecting the non-voting member's 
own Committee.

The Board of Directors shall establish and appoint 
committees to be known as Board Committees. The Board Committees shall consist of only voting members of the Board of Directors and each committee shall elect its own Chairperson.

Section 3. No member of the Board of Directors of the 
Association shall be a member of a competing labor 
organization.* No elected public official who is 
deemed to have a conflict of interest by the Judicial 
Board of CSEA shall continue as a member of the 
Board of Directors.

*NOTE: For the purpose of this section, a) A competing labor 
organization shall be [mean] be defined as any 
organization which is seeking [recognition] or has 
sought to represent employees [certification] for 
purposes of collective bargaining [pursuant to the 
Taylor Law], Section 4. DIRECTORS' COMMITTEE. No change except as noted in Italic 106.39. Section 5. OFFICERS. The officers of the Association shall be a President, an Executive Vice President, six Vice Presidents to be the six Region(al) Presidents, the 
Secretary and Treasurer.

(a) ELECTION. The first statewide officers of the 
Association shall be elected by secret ballot tri-annually 
(every three years), [commencing with the term of office 
December 31, 1983.] except that these elections will be 
conducted concurrently with the election of the Board of 
Directors and each committee shall elect its own 
Committee. All [I]Locals shall be members of the [I]Regional Executive Committee which shall consist of the elected 
officers, [immediate past president, the [I]Local 
presidents, and shall reflect, where applicable, the state 
departments, county division, independent agencies, 
organizations, industries, authorities and community of 
interest which may be deemed necessary within the 
Region.

REMINDER — The remaining segment of this report by The Constitution and By-Laws Committee will be published in The Public Sector issue of September 23, 1983.
CSEA booth a good deal at the fair

GOUVERNEUR — St. Lawrence County Local 845 participated in the local county fair this year and the new venture turned out well for everyone involved.

According to Joe Seavey, second vice president of Local 845, members decided to staff an information booth on CSEA after discovering they could acquire space for one at the fair.

“We felt it was an ideal way to explain to county residents and other fairgoers the structure of CSEA, the services county employees provide, answer questions and encourage voter registration,” Seavey said.

The week-long exposure to the public not only helped improve the image of CSEA in St. Lawrence County, it gave our political action committee members some added experience and input from county residents. They learned what we do; we learned what they think about political issues. Very productive,” Seavey said.

Richard Reno, president of Local 845, indicated he is planning a meeting of local officers and PAC committee members to evaluate the results of the fair booth and perhaps discuss the possibility of expanding the venture to include free blood pressure or eye examinations at a future fair.

“We are going to take a good look at what we did, how we did it, and go on from there. It was a new experience and, for a first-time effort, turned out well,” Reno said.

JOE SEAVEY, left, Local 845 vice president, on duty at the Local 845 booth, discusses the importance of public employee involvement in political action with fairgoers Betty and Bob Hart, of Canton. Seavey and several other volunteers encouraged voter registration and explained the services provided by county employees.

What you should know about radiation where you work

By Philip L. Polakoff, M.D.
Director, Western Institute for Occupational/Environmental Sciences

Radiation is generally divided into two categories — ionizing and non-ionizing. This is about non-ionizing radiation. But first, let’s talk about the difference between the two.

Ionizing radiation is the kind whose rays pack so much energy that when they interact with atoms they shatter them, remove electrons from them and cause them to develop an electric charge. A charged particle is called an ion, so the force behind this charge is called ionizing radiation.

Ionizing radiation is that part of the energy band, or spectrum, that corresponds to X-rays, alpha, beta and gamma rays, and neutrons. With their atom-smashing potential, when these rays ionize atoms in the body, they can damage them seriously, even fatally.

Non-ionizing radiation doesn’t have enough energy to ionize atoms. But it can still cause painful reactions as anybody can tell you who ever got burned by the ultraviolet rays of the sun. Even low levels of damage from the infrared heat of a furnace or other industrial heat source.

Microwave ovens, radar, some medical apparatus and laser beams also use this end of the radiation band.

There are some industrial exposures to various kinds of non-ionizing radiation and their major effects. This list is from “Work Is Dangerous to Your Health,” a handbook on health hazards in the workplace, by Jeanne M. Stellman, Ph.D., and Susan M. Daum, M.D., (Vintage Books):

ULTRAVIOLET. Sunlight (all outdoor workers), electric-arc welding, germicidal lamps, “black light” used in blueprinting, laundry-mark identification, dial illumination. Ultraviolet radiation irritates and damages eye tissue; can cause painful sunburn and possibly skin cancer.

LASERS. Used in construction industry as reference lines, in medicine for surgery, in communications, in holography; may be used in drilling or wherever a concentrated high-energy beam is useful. Lasers are extremely hazardous to the eyes because the lenses of the eyes focus the light intensely on the retina.

INFRARED. Given off by all heated sources. Welders, steelworkers, glassblowers, etc., are exposed. Also used for drying and baking paint, varnishes and enamels. Infrared can cause damage to parts of the eyes. Workers may develop a condition known as “heat cataract.”

MICROWAVES. Found in military, radio navigation, radar communications, food ovens, certain drying processes, medical diathermy. Eyes and testicles are most susceptible to damage; genetic effects and effects from long-term low levels are unknown. Microwave generators may also give off X-rays.

RADIOFREQUENCY WAVES (RF). Used in heating equipment and for hardening metals, soldering and brazing. RF can be used in wood-working for bonding, laminating and gluing. This form of radiation is also used for sterilizing containers, thermo sealing and curing plastics. Improper operation installation of equipment generating this form of radiation can lead to electrical shock and burns. If operator has wet feet, he or she can be electrocuted.

The key word for protection against non-ionizing radiation — any radiation, for that matter — is “shielding.” Keep the rays from striking the body. This can mean anything from clothing to creams that screen out the sun, to reflective surfaces or the appropriate shade of the lens in welders’ goggles.

Ovens and other sources of infrared (heat) radiation can be shielded with shiny materials to reflect the heat back toward its source. Some installations use a water screen for the same purpose.

Infrared radiation does not penetrate below the superficial layer of the skin. Its only effect is to heat the skin and the tissues immediately below it. The effects of ultraviolet waves is much more violent and a severe burn can be suffered, often before you know you have made too much exposure.

Microwaves penetrate deeply into the body and cause its temperature to rise. If the intensity of the microwaves is great enough, it can lead to permanent damage of the affected area. This deep heat penetrating ability is why the testicles are susceptible to damage. To function properly, the testicles have to maintain a temperature lower than the rest of the body. That’s why they are on the outside. If this temperature rises because of microwave radiation, for example, the cell lining of the testicles can degenerate.

Microwave sources can be effectively shielded by fine metal screens such as copper mesh, or thin steel plates.

With lasers, enclosure of the beam and remote-control operation are probably wise precautions. If this cannot be done, there are other safety steps that should be followed. Never align the beam by eye, or focus it on a mirror or other highly reflective surface. When the beam is aligned, it should be focused on a dull, non-reflecting object. Goggles should be worn that are designed for the particular kind of laser being used. The laser should be fixed-mounted so that it cannot be swung around accidentally.
Mondale backs pay equity

Maps out program for fair wages, slams Reagan record

ALBANY — Equal pay for work of comparable worth, an issue of vital importance for CSEA and its members, now has the support of Democratic presidential hopeful Walter F. Mondale.

In a position paper on the subject Mondale says, “Our nation must move forward to pay equity, equal pay for jobs requiring comparable skill, responsibility and effort.”

The candidate points out that women make only 59 cents for every dollar earned by men because many occupations dominated by women are undervalued.

“For example, jobs traditionally held by women, teaching, nursing and secretarial work, require relatively high levels of skill but are compensated at very low wages,” said Mondale.

“It is good to see a presidential candidate take a position so in tune with CSEA’s own agenda,” says CSEA President William L. McGowan.

CSEA has been a leader in the pay equity movement negotiating $500,000 from New York state for a study of the comparable worth of state jobs. That study is now being conducted by the Center for Women in Government.

CSEA statewide Secretary Irene Carr is a staunch advocate of pay equity. She says, “The union has a deep commitment to pay equity at all levels. The injustice has gone on for too many years. To know that a presidential candidate has gone on record supporting pay equity gives hope that this issue will now have a higher priority on the federal agenda. Pay equity may well be the most important economic issue for women in the 1980s.”

Mondale points out that pay equity is more than an economic issue. It is also a family and poverty issue. The candidate notes that 42 percent of female-headed families, with children under 18 years old, live in poverty.

It is also an aging issue because retirement benefits are often based on wages. In fact, women 65 and older are the fastest growing poverty group in the United States.

And it is a racial issue, according to Mondale. Black and Hispanic working women live in poverty far more often than men or white women.

Mondale’s program calls for strict enforcement of existing laws dealing with pay equity, staffing federal agencies that deal with the issue with people committed to pay equity, creating a federal pay equity clearinghouse to help state and local governments achieve pay equity and a review of federal civil service jobs.

The candidate accuses President Reagan of standing in the way of efforts to bring about pay equity and of undoing the progress made by his predecessors. Secretary Carr agrees saying President Reagan has become part of the problem rather than part of the solution.

Mondale says he would use the presidency to speak out on the essential fairness of pay equity.

He sums it up this way, “This nation faces a moral issue with respect to its working women. What nation can proclaim to the world its commitment to justice, equality and individual liberty when it denies to one-half of its potential work force the economic rewards on which these other freedoms depend? If we are to live up to our ideals as a nation, as a party or as individual members of a free society, then equity in economic compensation for work of comparable worth must be one of those ideals.”

Walter Mondale’s program for pay equity

1. Strict enforcement of laws prohibiting discrimination against jobs predominantly held by women.

2. Staffing the Equal Employment Opportunity Commission, the Department of Justice and other federal agencies with people committed to pay equity.

3. The establishment of a pay equity clearinghouse to help states and local governments eliminate sex-based wage discrimination.

4. A review of the federal Civil Service job classification system to eliminate sex-based wage discrimination.

Ronald Reagan’s record on pay equity

1. The elimination of pay equity regulations for federal contractors.

2. Dismissal of all pay equity cases before the Equal Employment Opportunity Commission, even though the U.S. Supreme Court ruled that the Civil Rights Act covers sex-based wage discrimination. EEOC told those fighting for their rights to go to court.

3. Refusal to review the federal job classification system for sex-based wage discrimination. (A study similar to New York’s CSEA negotiated comparable worth research.) In fact the Reagan administration is trying to downgrade the status of federal librarians, most of whom are women.

Kudos to Mondale from CSEA leaders

‘It is good to see a presidential candidate take a position so in tune with CSEA’s own agenda.’
— CSEA President William L. McGowan

‘Pay equity may well be the most important economic issue for women in the 1980s.’
— CSEA Secretary Irene Carr
**It’s thumbs up for green thumbs at Harlem Valley Psych. Center**

New horticultural program grows popular with patients and staff

By Anita Manley
CSEA Communications Associate

WINGDALE — Everything’s coming up roses — and begonias and petunias and chrysanthemums — at the Harlem Valley Psychiatric Center, where a new horticultural therapy program is in full bloom.

CSEA members assigned to the program say their work has quickly grown into a labor of love.

“The program is terrific and most rewarding,” says Kay Wood, a mental hygiene therapy aide who spends three days a week teaching patients how to care for plants in a recently renovated greenhouse located on the campus of the eastern Dutchess County psychiatric facility.

“It’s a great asset to the patients,” adds Wood. “Some of them wouldn’t talk to us and now they’re more outspoken and want to come more often.”

Opened last December, the 50-year-old greenhouse had become an eyesore with its broken and missing window panes and overgrowth of weeds.

CSEA Vice President Hank Arviso said grounds and maintenance crews spent about three months clearing the grounds, reinforcing the window panes, replacing the glass and re-wiring and re-plumbing the structure. An old potting shed in the rear of the greenhouse was transformed into a retail shop and lounge for patients and staff.

“The real heroes are the guys who did the plumbing, carpentry and wiring,” said Jackaline Ring, community education director at Harlem Valley.

Joel Bauer, a maintenance supervisor who directed the work project, said the job was a routine assignment at first. “But once the crews got started, they really enjoyed it,” he noted.

“The tradesmen really put their hearts into it and they did a good job. It took hundreds of plates of glass — they practically started from scratch.”

Crew member George Cook said preparing the windows for the glass was a tedious job, and added he was “dumbfounded” when the greenhouse was finally ready to open. “I couldn’t get over how it looked,” he said. “It’s really an asset.”

About 100 patients a week are currently bused to the greenhouse from their wards in groups of 10. Under the tutelage of greenhouse manager Archie Deane and MHTAs Wood and Mary Corcoran, each class spends about two hours learning about the care and feeding of plants, how to transplant and arrange flowers, and how to sell their product.

A recent graduate of a horticultural program at the Cary Arboretum in nearby Millbrook, Wood is so involved in her new work assignment that she has brought most of her own collection of plants to the greenhouse.

Corcoran, who works at the greenhouse one day a week and professes to having no green thumb, also sprouts enthusiasm. “The program stands out,” she says. “The patients love it. The group I have is the most active and they really enjoy it. I don’t know a lot about plants myself, but I’ve learned a lot.”

Participants in the program have taken a number of trips in conjunction with learning about plants. Garden clubs have also sprung up on the wards among patients who enjoy bringing back their plants and caring for them in their own rooms.

Best of all, the program is self-supporting, with plant sale profits going back into the greenhouse under the management of the facility’s Bargain Boutique, a non-profit volunteer corporation which serves the patients of Harlem Valley.