Tougher, tighter standards sought for local gov’t

ALBANY — “Contract negotiation is the most important service that we provide for our membership,” said CSEA President William L. McGowan, “and it’s about time we applied the same maximum effort to negotiations in local government that we have to negotiations with the State of New York.”

With that charge, President McGowan charged his recently appointed “Local Government Contract Task Force” with sweeping review of CSEA’s services to county, town, village, school district and local government bargaining unit negotiations.

The nine-member task force convened in Albany on July 16 with its six advisors from the ranks of CSEA’s legal, collective bargaining, research, communications, education and data processing departments.

In his charge to the group, the union leader instructed the task force to examine preparation of local government contract demands, procedures for selecting members of negotiating teams, methods of soliciting rank and file input, technical resources needed to support local negotiators, education and training resources to assist negotiating teams, the procedures for contract ratification and any other relevant issues.

“We have just won the richest contract that any union has ever negotiated with the State of New York by making the maximum effort with the considerable resources our union has available,” McGowan said, “and our local government membership has the right to expect no less when they sit down at the bargaining table.”

Michael Curtin, the long time CSEA activist (Continued on Page 5)

You can make us tougher

If you are a CSEA member in one of the union’s county, town, village, school district or other local government bargaining units, the Local Government Contract Task Force is interested in your views.

If you have any suggestions, comments or observations about how you think CSEA can do more to help your local leadership fight for you at the bargaining table, please write to:


New officers officially take over reins

CSEA STATEWIDE OFFICERS SWORN IN — Three of the four statewide officers recently elected to three year terms are administered the oath of office by CSEA Region III President Ray O’Connor, left. Statewide officers are Secretary Irene Carr, second from left, President William L. McGowan, and Treasurer Barbara Fauser. Executive Vice President Thomas McDonough was not present for the ceremony.
A time for changes

Starting right now, there are going to be changes made in the way this union is run from the top right down to the bottom. It’s time that the rank and file became partners in the leadership of their union and I intend to do everything within my power to see to it that they get that opportunity.

Why, you might be asking yourself, would Bill McGowan want to make such a sweeping pledge now, after he just won a landslide election, when he didn’t make that kind of promise during the election campaign?

It’s an understandable question. Most people expect any incumbent re-elected by a better than two-to-one margin to go back to “business as usual.” But I’ve never believed in business as usual and, I feel, that’s why I’m still the president of CSEA instead of someone else.

Five years ago a very nervous electronics mechanic from West Seneca Developmental Center took an oath to do his best to serve the members of this union. I meant what I said then and I meant it on July 15 when I took that oath for the third time.

I have consistently pushed for changes within CSEA and, I believe, I have just as consistently delivered it. Since my first term, remember, CSEA has affiliated with AFSCME and the AFL-CIO, won sweeping legislative victories like OSHA protection, agency shop and pension supplementation. We have improved communication dramatically with the membership and the public. We have created our first Employee Benefit Fund and broadened traditional staff services and much more.

Business as usual has never been my motto and it won’t be now. I see my re-election as a mandate to continue the steady progress we have begun to turn this union around from the social club it once was into a dynamic labor union run by its members, for its members. We still have a lot of changing left to do.

Less than half of the members eligible to vote in the statewide CSEA elections bothered to do so. That says something about how much of a role the rank and file thinks it plays in CSEA.

Don’t misunderstand. When the chips are down and we have trouble at the bargaining table or with political action, our members have consistently been there to help us fight for what is right. But just as consistently, much of the rank and file has turned its back on internal elections, membership meetings and other day-to-day decisions affecting their union.

Part of the reason, I suspect, is that much of the membership doesn’t feel the need to participate. To be honest, some members are so turned off by CSEA that they won’t participate. But, in my opinion, most of the membership simply feels cut off from their union and don’t know how to participate.

Let me be blunt. The structure of CSEA is a mess. We have units and locals and regions and statewide leadership. We have an elected Board of Directors, 1,500 statewide delegates, and a network of offices and professional staff. Yet for a majority of the rank and file, it’s as if none of it exists. They don’t see it, they don’t use it and as far as many of them are concerned, it might just as well not be there.

Did you know that CSEA has a statewide Board of Directors comprised of more than 120 people? They approve CSEA’s budget, appropriate dues money and make other critical decisions on a monthly basis. Do you know where your Board representatives are? Did you participate in electing your Board representative? Do you have any idea what your Board representative is doing?

How about your local? Do you know what local represents you? How about the name of your local leader or shop stewards? If you can answer any of these questions, you’re doing a lot better than most CSEA members and it’s no wonder.

We have some locals that represent an entire worksite. We have some worksites with several locals. Then there are other locals that are literally spread out over the entire state. We have some locals comprised of one bargaining unit, others made up of three bargaining units, and still others representing dozens of bargaining units. It’s a virtual maze for the uninitiated to solve.

CSEA has how many regions, do you know? Do you know that all voting members of your Board of Directors have equal rights to participate in meetings, an equal vote on any subject and yet some Board members were elected by only 90 votes while others needed thousands of votes to get elected?

We pride ourselves on having six regions, yet the Board doesn’t reflect that at all. Some regions represent a lion’s share of Board members while in others, there are few. One CSEA region accounts for nearly a third of the union’s members but has only a fraction of the Board as its members. Is that fair or not?

The fact is our structure is more a product of history than common sense. Frankly there are elected officials of this union who can’t figure out some of the structure. How can we expect an average member to take the trouble to figure it out so he or she can participate?

I don’t pretend to have all the answers to all of the problems confronting CSEA, but I believe most of the answers can be found if we look and those problems can be solved if we have the courage to act.

As far as Bill McGowan is concerned, action is what is needed to bring this union back in touch with its rank and file and action is what I intend to provide.

CSEA’s statewide elections are over now, but there is one thing that you as a rank and file member can depend upon. I intend to stick by my oath of office and keep on making the changes that have to be made in this union. I will need your help and I need your trust. Together we can make changes that will give this union back to the rank and file.

The campaign rhetoric is over. It’s time to get to work.

Governor signs Triborough bill into law

ALBANY — Governor Hugh L. Carey has signed into law the Triborough bill, requiring that all the terms of an expired collective bargaining agreement be continued until a new agreement is negotiated.

CSEA President William L. McGowan called approval of the union-backed measure a “great victory for public sector collective bargaining. “The new law is particularly vital to us at the local government level,” he explained, pointing to situations such as Niagara County where agreement has still not been reached on a successor pact to the CSEA contract that expired some seven months ago.

A more complete analysis of the Triborough concept will appear in the next issue of The Public Sector.

Take -home cars cut in Schenectady; union files grievance

SCHENECTADY — The Schenectady City Hall unit of CSEA has filed a grievance against the budget-cutting actions of May Frank Duci protesting the loss of take-home cars for some city employees. AFSCME Local 1037 has also filed a grievance on behalf of its members.

CSEA City Hall Unit President Jack Parisi charged that the car cuts were foolish. “Now, if an employee gets called out, the city has to pay mileage from the worker’s home to the car pool area, and then when the worker returns the car the city is again paying mileage from the pool to the worker’s home. It doesn’t make sense. And it’s not saving money.”

CSEA filed a contract grievance over the loss of eight cars, two trucks and four other pieces of equipment.

“Our contract has a past practice clause and a benefits guaranteed clause and this action breaks both,” Parisi explained.

But the biggest worry the union official had was response time. “In an emergency every second counts,” said Parisi.
CSEA is skeptical of state's proposal to shift health plan costs to workers

ALBANY — The State of New York has proposed that state workers begin paying up to ten percent of their health insurance premiums, plus face increased financial burdens for other health benefits.

The proposal is part of the state’s game plan to avoid paying for increased health insurance premiums in future years, a practice that it claims has cost it hundreds of millions of dollars over the past years.

CSEA President William L. McGowan has directed that the state proposals be brought to the attention of insurance specialists before the union will officially respond to the state proposal but, McGowan said, "Our people have been bailing this state out long enough and they cannot afford to shoulder any financial burden like the state has proposed."

In all new contracts with state workers this year, the Carey administration insisted on limiting the state's liability for future health insurance premium increases. The Governor's Office of Employee Relations (GOER), claims those premiums have increased dramatically over the past several years.

While some state contracts provide an absolute cap on the state's payments of health insurance premiums, the CSEA contracts only provide that the state shall not be required to bear all future premium increases alone. Under the contract, the union and the state would work out a plan to deal with any premium increases after July 1, 1982 through a restructing of benefits or co-payment.

Presently individual health insurance coverage is paid in full by the state while state workers with family coverage pay $8.23 in bi-weekly premiums. The state claims that should anticipated premium increases average 9.5 percent, it would increase to $32.18 bi-weekly over three years and individuals would have to pay $8.30 bi-weekly.

"The state is up to the same old garbage of throwing out wild numbers to the press to scare state workers," President McGowan said, "but if they think that CSEA members are going to put up with increased health insurance premiums in the future, they are deluding themselves and deceiving the public."

As if to confirm McGowan's charge, copies of the state's proposal — obtained and published by the Albany Times Union — list a series of benefits changes the state is proposing to minimize the premium increase impact.

Among the other points to the state proposes:

• A variable deductible based upon salary. Those earning less than $10,000 a year would pay $75 for individual and $225 for family while those earning $24,000 or more would pay $180 individually and $540 for family. Retired workers covered under the plan would also pay based on income.

• Major medical co-payment would go up from 20 percent of covered costs to 25 percent.

• For each hospitalization, a $100 deductible would have to be paid and a $20 deductible would have to be paid for each emergency room visit. This would be in addition to the deductibles mentioned above.

• Also, eligibility for participation in the plan would be stiffened to half-time and the $2,000 "trigger" would be eliminated. New York employees would also wait 60 days for coverage to become effective. There is no "waiting period now."

"Our members shouldn't take any of this too seriously at the moment because the state is doing what it usually does in posturing for negotiations. It's posturing for the press and the actual outcome will be different," McGowan said. "They blanketed the state with press releases about cuts before negotiations, but in the end we retained our "accruals," he said. "Nobody should push the panic button at this point, it's only the beginning of the process, not the end."

Special Delegates meeting called for August 19

ALBANY — CSEA President William L. McGowan has called a special one-day statewide Delegates meeting to consider the first reading of a proposed amendment to the CSEA Constitution empowering the union to organize certain private sector workers in an effort to battle "contracting-out."

The Special Delegates Meeting will be held starting at 11 a.m. on August 19 at the Empire State Plaza Convention Center in Albany. Only one item will be before the Delegates.

The purpose of the meeting would be for a first reading of a proposed amendment to Article III, Section 4 of the union's constitution which provides qualification for membership. While it has previously restricted CSEA membership to public employees, the amendment would expand the definition to include workers not in the public sector but performing work traditionally performed by public workers.

Amendments to the union's constitution must be passed twice by Delegates at separate meetings before becoming official. If approved at the August 19 meeting, the amendment could become part of the union's constitution when the Delegates again gather for a scheduled meeting in October.

Further notification of the meeting is being sent to CSEA locals.

NIAGARA FALLS — The honeymoon is over. * CSEA's statewide Board of Directors has voted unanimously to withdraw the union's planned October Delegates Convention from Niagara Falls unless a contractual agreement is reached between CSEA and the 80-member unit representing county employees.

The "no contract, no convention" action follows more than a year of fruitless attempts to reach an agreement to succeed the unit's contract which expired Dec. 31.

"We're not going to spend $1 million of our members' money in a county that treats its employees like slaves," said Region VI President Robert L. Lattimer, who introduced the convention pull-out motion at the July board meeting in Albany.

Withdrawal of the 1,500-delegate convention would mean an estimated $1 million loss to Niagara County for such items as lodging, meals and sightseeing. The 1980 convention, held at the Falls convention center, was highlighted by a speech by President Jimmy Carter. Guests of national stature have also been invited to this year's convention.

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Another abortive attempt at settlement came last week when an "unofficial offer" was presented to the union. More than 350 members of the unit jammed a meeting hall on July 27 to hear the latest proposal, only to turn it down "in no uncertain terms," according to Region VI Director Lee Frank. The members found the proposal unacceptable. So after 13 months of trying to bargain, we're still at zero," he said.

Niagara County Unit President Teresa McEvoy applauded the CSEA Board's strong stand on withdrawing the Delegates Convention. "I would be sorry if it had to come to pulling out the convention," she said, "But hosting a convention of CSEA delinquents is an honor for any area. And right now, I don't see this county deserving of such an honor."

In Niagara: 'No contract, no convention'

ALBANY — If you are a New York State employee eligible for a retroactive salary increase under CSEA's new three-year contract with the state, but you are on an approved leave of absence, you may not receive your retroactive payment unless your payroll office reports your leave status to the state Department of Audit and Control.

CSEA's Research Department points out that while the state finally paid retroactive salary increases to state workers back to April 1 as provided by the new contract, state employees on an approved leave of absence — including the "Take Off The Summer," or TOTS, program — may not receive their retro check because Audit and Control won't know your status unless told by your payroll office.

Some members having that problem contacted the Research Department to put pressure on their payroll offices.

CSEA Research Assistant Donald J. Kelly, therefore, suggests that if you are on an approved leave — including the TOTS program — and were eligible for retroactive payment but did not receive that payment, contact your payroll office for assistance.

On leave from state job? Contact your payroll office to check on retro raises

THE PUBLIC SECTOR, Friday, July 30, 1982
Metropolitan Region scholarship winners

VIVIAN JAMES, second from left, is one of three CSEA scholarship winners from Metropolitan Region II. She plans to attend Pace University this fall. Region II President George Caloumeno, left, presents award while her mother, Joan James from Bronx Psychiatric Center CSEA Local 401, and Local 401 President Ernest Punte join in the presentation ceremony.

CSEA SCHOLARSHIP WINNER Cheryl Soberman accepts award from CSEA Metropolitan Region II President George Caloumeno, right. Proudly watching are, from left, CSEA Department of Labor Local 350 President Denis Tobin and Cheryl's mother, Sylvia Soberman, a member of Local 350. Cheryl will be attending SUNY Binghamton.

THE OCEANSIDE HIGH SCHOOL CSEA Secretarial Unit has selected Jill Nazinsky to receive the unit's annual Secretarial Scholarship Award. Jill, right, accepts the award from CSEA Unit President Trudy Fox. The award winner plans to attend Queens College this fall.

KEITH DAVIS, who will be attending New York City Technical Institute, accepts his CSEA scholarship award from CSEA Region II President George Caloumeno. His proud mother, Arneitha Davis, left, a member of Downstate Medical Center CSEA Local 646, watches along with Local 646 President Frances DuBose, right.
Union seeking a coordinated system giving maximum help to local gov't negotiations

(Continued from Page 1)

and a school district representative to the union's Board of Directors was appointed by President McGowan to chair the task force. The other members include: Nassau County Local President Jerry Donahue; Dutchess County Local President Ellis Adams; Doris Mikus, president, Byram Hills School District Unit, Westchester Local 660; Jeanne Kelso, president, Clinton County Local; Oneida County Education Local President Delores Herrig; Onondaga County Local President John Eiss; and Raymond O'Connor, president of CSEA Region III, as a representative of the unions' statewide leaders.

Chairman Curtin and the Task Force have already gone to work, soliciting input and suggestions from the union's County Division leadership. Each County Division local president and all unit presidents received a letter from Curtin seeking their input into the Task Force's work.

"CSEA has a wealth of talented and dedicated leaders and we think you can provide us with invaluable information," he said in letters to the leaders.

"In state negotiations, maximum CSEA effort has produced the best contract ever, but in local governments CSEA recognizes it needs to do more to help you," Cortin wrote.

In addition to local leaders, CSEA staff members are being queried on their feelings about the needs of local government negotiators and what the union can do to focus its resources in support of local negotiations.

"We have a great history in representing local government people," President McGowan explains, "but the answers to yesterday's problems won't meet the challenges of the future. More and more, local government employers are turning to high pressure lawyers, hired consultants, and sometimes cooperative labor relations resources to toughen up their negotiating practices."

"Our union is made up of a core of talented and dedicated activists. We have experienced and highly capable professionals at our disposal and we have never hesitated to spend a single nickel to provide the best legal services that any union provides to its members. We have the strength of a million member International union behind us and the clout of a formidable political action mechanism at work for us."

"It's time that all of these resources were brought to bear on local government negotiations so when our people sit down at the bargaining table to face the opposition, management will know that we have as much 'heavy artillery' to back us up as they do, if not more." President McGowan concluded.

As for the Task Force itself, it isn't overlooking any source of contribution, ideas, or comment. In addition to polling the local leadership and staff, the group is scheduling meetings with the union's regional offices to gain input and is inviting direct input from rank and file members as well.

"Since the Taylor Law was enacted no one has ever sat down and figured out what the special needs of local government bargaining units are around the state and if we are doing all that we can to help them in negotiations," Chairman Curtin said. "This Task Force intends to do just that and we are hoping that by tapping every source of information and by hard work, we will be able to find areas where CSEA can do more to help its local government leadership bring home the best possible contracts for our membership."

Rensselaer DPW contract signed

NEW PACT INKED — City of Rensselaer Department of Public Works CSEA Unit President Thomas Tiemnon, center, signs a new contract which provides a 15 per cent salary increase over the life of the two-year agreement. Ernie Mayhew, left front; Ronald Bonnard, right front; Channing Tiemnon, standing left, and CSEA Collective Bargaining Specialist Pat Monachino all watch the signature being applied.
Cuomo campaign gains momentum

With almost two months remaining before the primary election, Lt. Gov. Mario Cuomo's gubernatorial campaign is picking up steam and running ahead of schedule. Cuomo, who trailed his opponent, New York City Mayor Edward I. Koch, in the polls by 35 points when he announced his candidacy in March, noted recently that his goal was to pull even with Mayor Koch by the middle of the summer and pull ahead in early September.

The latest poll, taken between June 22 and July 1 by pollster Gordon Blaack for the Gunnnet News Service, shows that Cuomo has already significantly narrowed, and in some ways closed, the gap. Although Koch still leads Cuomo by eight points among all Democrats, and in some ways closed, the gap. Although Koch still leads Cuomo by eight points among all Democrats, among those Democrats most likely to vote in the Sept. 23 primary, Cuomo now leads Koch by three points.

"I am now in position to overtake the mayor and go on to victory in the election," Cuomo said.

Having secured Cuomo a place on the primary ballot with a surprisingly strong showing at the Democratic State Convention, the Cuomo campaign, which is headed by William Haddad, a veteran of several Kennedy campaigns, is now focusing on increasing Cuomo's visibility and, with support from organized labor, getting out the vote on election day.

The responsibility for getting out the vote for Cuomo belongs to his son, Andrew, who is serving as the campaign's director of field operations.

Andrew Cuomo reports that organized labor is providing the manpower the campaign needs to generate a big vote for Cuomo. The membership in every CSEA region is already actively involved, preparing to get the membership to the polls on election days. Phone banks staffed by volunteer CSEA members are being set up in each region.

"The momentum," says Cuomo's campaign secretary, Gene Spagnoli, "is swinging to the Cuomo campaign and Koch is visibly nervous. He is ducking debates and on the defensive."

Spagnoli, former head of the Daily News Albany bureau, observed that Koch's "ignorance of the problems affecting the entire state has become evident" and that media interest in Cuomo has increased as the campaign has intensified.

"The press now realizes that Mario Cuomo is not just a viable candidate," Spagnoli said, "but is in position to win this election, and win big."

Cuomo's television and radio advertising, an important component of any political campaign, is scheduled to begin in mid-August. The producer is Harvey Cohen, best known in advertising circles for developing Bell Telephone's "reach out and touch someone" commercials.

Police union jumps on Cuomo bandwagon

NEW YORK CITY — Lt. Gov. Mario Cuomo, CSEA's choice for governor, has picked up yet another endorsement by a public employee union.

The executive Committee of the 25,000-member State Federation of Police has voted overwhelmingly in support of Cuomo for the Democratic gubernatorial nomination. The union includes members from all sectors of law enforcement throughout the state.

"Our group has observed the lieutenant governor's work for seven-and-a-half years in state service," said Federation President Ralph Purdy, in announcing the endorsement. "He knows the state and its problems far better than any other candidate."

"We have convinced him that a tough stand on crime and has had the experience in the criminal justice system to lead an effective fight against the thugs who are making out streets and highways unsafe," Purdy added.

Cuomo, in accepting the endorsement, said: "I welcome this support from these law enforcement officers, who are our first line of defense against muggers, rapists and murderers. They can stop the violence in this state with help from a dedicated governor. I will give that help."

Cuomo, who has consistently called reducing the crime rate a major priority, has backed the Crime Superfund proposal to provide 9,000 more New York City patrolmen, has called for 4,000 additional state police and has urged that a prison bond issue again be presented to the state's voters.

Region VI Cuomo fund raiser slated

BUFFALO — A fund raiser to boost the campaign of CSEA-endorsed gubernatorial candidate Mario M. Cuomo will be held Aug. 19 at 5:30 p.m. The historical central terminal on Paderewski Drive will be the backdrop for the festivities.

The Region VI affair is being promoted by Region VI in conjunction with the "Friends of Mario Cuomo," and is open to all CSEA members, their families and friends. Donations are $10 per person and tickets are available by contacting Ramona Gallagher at the Region VI office. The phone number is (716) 634-3540.

Deadline for reservations is Friday, Aug. 13. Lt. Gov. Cuomo is expected to attend.

Calendar of EVENTS

AUGUST
11—Rome Developmental Center Local 422 First Annual Picnic, 1 p.m., BDC campus.
14—Chautauqua County Local 897 annual picnic, 3 p.m.-12 a.m., Chautauqua County Fairgrounds, Central Ave., Dunkirk.
19—Region V EAP network meeting, 10 a.m., Tupper Lake Country Club, Tupper Lake.
19—Region VI Cuomo fundraiser, 5:30 p.m., Central Terminal, Paderewski Drive, Buffalo. Deadline for reservations is August 13.
19—Special Delegates Meeting, 11 a.m., Empire State Plaza Convention Center, Albany.
19—Finger Lakes Region Local 825 Annual Picnic, 11 a.m., Ithaca College, Ithaca.
SEPTEMBER
11—Lewis County Local 835 Annual Summer Outing, 1 p.m., VFW Hall, Lowville.
12-17—"Training of the Trainers" CSEA/AFSCME seminar for Region III members, officers and stewards selected by the region, Friar Tuck Inn, Catskill.
24-29—1982 Mental Hygiene Presidents Workshop, Friar Tuck Inn, Catskill.
Unions stand firm against balanced budget amendment; would wreak economic havoc

ALBANY — It may sound like a page out of "Alice In Wonderland," but the very people who produced the largest federal budget deficits in the history of the United States are now trying to keep aboard the handcart of the "Balanced Budget Amendment," a proposed change in the U.S. Constitution that could throw the national economy into even greater chaos.

"There's something basically evil about Ronald Reagan appearing at a rally for the Balanced Budget Amendment after he produced a $115 billion federal budget deficit by cutting taxes for the wealthy with one hand and throwing bags of money at the Pentagon with the other," said CSEA President William L. McGowan.

But evil or not, the Balanced Budget Amendment is scoring political inroads with a nation that is furious over enormous deficits, high unemployment and high interest rates. Whether the voters are naive enough to believe Reagan and his friends should be "credited" for a Balanced Budget Amendment after their enormous tax breaks for business and the wealthy, remains to be seen.

Clearly, however, a gun-shy Congress fearing voter retaliation at the polls thinks support of the Balanced Budget Amendment is just the trick for getting back into the good graces at home. The U.S. Senate is now considering the amendment and will send it to the House of Representatives where its fate isn't quite as clear. Even if it passes the House, however, it still would require the approval of 38 states before it became official.

Yet the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, says the consequences of the amendment could be so drastic, that even passage by the Senate is unacceptable. Enactment, says AFSCME President Gerald W. McEntee, "is a fatal prescription for higher unemployment and lower economic growth."

In letters to the Congress, the president of the million-member CSEA, the Civil Service Employees (AFSCME), AFL-CIO, explained the rationale for the amendment:

- Boost unemployment by 2,649,000 from what it would otherwise be.
- Slash out of goods and services by $519 billion between 1985 and 1997.
- Reduce state and local revenue by triggering massive cuts in 1987 federal aid, estimated at $49 billion, and creating a recession. By comparison, that is four times the magnitude of Reagan's 1982 cuts in local aid.

An economic model projecting the effects of the amendment was included in the Congressional message sent by AFSCME. It was prepared by Data Resources Incorporated. Compared to economic forecasts without the effects of the amendment, the DRI model said the amendment would:

- slash the Consumer Price Index by three-tenths of one percent.
- cut 14% of the total federal budget, triggering reductions in all expenditures including defense, Social Security, and aid to localities. Yet, DRI projects, despite the cuts the effect on inflation would be a three-tenths of one percent reduction in the Consumer Price Index.

"These same people who say America desperately needs this constitutional amendment only a few weeks ago rejoiced in the expiration of the Equal Rights Amendment because they claimed, 'it wasn't needed,'" President McGowan said. "Well we think this amendment isn't necessary, won't be helpful and, if anything, could wreak economic havoc on America. The present administration has done enough damage already."

Mrs. Katz requests that names of potential volunteers be submitted immediately to the Fishkill office. The telephone number is (914) 868-8380. There will be no fee to participate, but volunteers are expected to make their own arrangements in regards to leave time.

The program is being held in cooperation with AFSCME.

The Southern Region includes Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster and Westchester counties.
Courses for women managers offered

ALBANY — A series of career advancement courses for women managers in the public sector will be offered this fall by the Center for Women in Government.

A two-day seminar on “Women as Managers” will be held Nov. 4 and 5 in Draper Hall, on the downtown campus of the State University at Albany, and Sept. 30 and Oct. 1 at 2 World Trade Center, New York City.

Several courses will run through the fall at the same locations, with classes held one evening a week for four weeks.

In Albany, they are: Written Communications, Sept. 2-23; Effective Leadership in Management, Sept. 14-Oct. 5; Program Planning and Evaluation, Oct. 7-28; Career Planning, Oct. 20-Nov. 10; Organizational Dynamics, Nov. 1-22; Labor Relations, Nov. 16-Dec. 7.

To register, contact the Center for Women in Government, State University of New York at Albany, Draper Hall, Room 302, 140 Washington Avenue, Albany, N.Y., 12222. The number is (518) 455-2615. Registration deadline is Aug. 22.

Legal Briefs

"Legal Briefs" is a periodic column about Civil Service Law and legal matters of interest to public employees. Material is compiled and edited by the Albany law firm of Roemer and Featherstonhaugh, counsel to CSEA.

The Appellate Division has reversed a Supreme Court decision and upheld the contracting out of certain security guards by a school district.

In the Matter of Nassau Educational Chapter of CSEA v. Great Neck Union Free School District, former security guards employed by the school district challenged the abolition of their civil service jobs and the contract entered into between the district and Star Security Systems, which provided for security services formerly supplied by the guards.

The guards alleged that the contract violated a section of the New York State Constitution, which provided that “appointments and promotions in civil service of the state and all the civil divisions thereof, including cities and villages, shall be made according to merit and fitness to be ascertained, as far as practicable, by examination which, as far as practicable, shall be competitive.”

After a non-jury trial, the Supreme Court directed the guards to be reinstated in their civil service positions, holding that the school district and Star’s employees had an employer-employee relationship, since the district controlled these employees.

In reversing this decision, the Appellate Division held that the state constitution does not require all government services to be supplied by a public employee workers.

The court stated that contracts with private contractors have been permitted when they were legitimate attempts to provide services in a more efficient manner, and when the contracted-out employees were independently controlled and supervised.

According to the decision, the Great Neck school district did not control the hiring and salaries of Star employees. The court noted that the employees reported to the school district’s security office to verify pay vouchers submitted by Star to the district, and that they punched in on Star’s time clock and received pay stubs.

NO.
ALBANY — "CSEA has fought and will continue to fight potential layoffs in OMH and OMRDD. Our officers and staff are going to stay on top of this one all the way," CSEA President William L. McGowan vowed.

Citing State budget reductions and Federal budget cuts, the Office of Mental Health and the Office of Mental Retardation and Developmental Disabilities have been targeted for staff layoffs sometime in the fall.

"To date we’ve been successful in reducing substantially the number of employees originally targeted for layoffs, and a lot of things can and will happen between now and then to bring the numbers down even lower," McGowan stressed. "So the state’s projections are by no means carved in stone."

The State’s latest figures target 338 permanent positions for layoffs, as follows: 134 at Staten Island D.C.; 103 at Rome D.C.; 65 at Craig D.C.; 17 at Newark D.C.; 16 at J.N. Adam D.C. and three at Manhattan P.C. In addition, the State proposes to terminate 16 temporary positions at Staten Island D.C. and one at Newark D.C. prior to laying off permanent employees.

"Although the action was taken last fall, we still get some calls from members asking about the Mental Hygiene Employees Association plans. That activity creates the inaccurate impression that CSEA approves of the plan."

"Our union does not intend to interfere with any member's personal choices about investments," CSEA President William L. McGowan commented at the time. "But we can and will interfere with the MHEA to ensure that its activities are not improper, but the court denied the suit."

"We’re continuing to meet with the state concerning questions of layoff procedures, definition of layoff units, and other critical details," McGowan continued. "There’s no denying that some layoffs will occur, but we intend to see to it that the impact on our people is minimal and that everything is done by the book."

"They look at ledger sheets and budget figures and say that such-and-such a number of jobs have to be cut to make the numbers come out right. But we’re here to make them remember that we’re dealing with lives, not numbers. We’re talking about state workers who are people and clients who are people. This is a human issue, not a mathematical game, the union leader said.

Associate Director of Research Bruce Wynaard emphasized that several factors may cause those targets to drop. "The state’s layoff projections will be affected by attrition," he said, "and the agencies’ job freeze continues to reduce the number of jobs that should have to be cut to meet budget requirements."

"In addition, there are continuity of employment efforts at work which should reduce the actual layoffs even further," he explained.

"If lag begins with 17th payroll period which ends on November 17, 1982, pay dates will be as follows:

**ADMINISTRATIVE PAYROLL**

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<th>No. of Days Since Last Payday</th>
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End of lag with normal paydays resuming on every other Wednesday (bi-weekly).

The lag delays an employee's payday over the course of 10 payroll periods. In effect, it eliminates one payday in the state's current fiscal year, thus lagging the state's cost to some future date, which is the date a lagged worker leaves state service. Workers receive the lagged paycheck at the rate of pay in effect when they leave.

**INSTITUTIONAL PAYROLL**

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<th>No. of Days Since Last Payday</th>
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End of lag with normal paydays resuming on every other Thursday (bi-weekly).
BEACH BRIGADE - At left, painters work on a portion of the stairs leading to Calhoun's beach.

The crews start on a beach on Monday and work their way through to the last beach — including parks and country clubs — first then start all over again," said Ed Wehrheim, maintenance foreman. "Very few residents realize that employees are skilled carpenters and construction workers. Last year they completely refinished the country club roofs, painted the building inside and out, sandblasted the pool and installed a new sprinkler system in the golf course.

"It would have been astronomical to have to do it in stages," said Coles Robedee, general manager of Smithtown Landing Cabana. Parks employees also rebuilt the new Rifle Range, which is the last of the federal projects. 'It was necessary to go into the town's 120 vehicles including trucks, bulldozers and town cars. Bill Frank and Al Cap can also be found there, repairing the brading, 'teeth' of the surf rake which is used to sweep the town beaches clear of seaweed and other debris.

"The problem is that most residents see only the highly visible employees — lifeguards, guards and ticket collectors — most of whom are summer employees who swell the staff to 200 during the summer months. They rarely see the mechanics, many of whom are summer employees who work behind the scenes to keep the town in top shape.

"Our people are professional painters in town parks," said Coles Robedee, general manager of Smithtown Landing Cabana. "We get some complaints about the in-service. However, we sometimes get a lot of compliments because when they think about it, they realize that they have some really good looking parks."
WASHINGTON, D.C. — Declaring that “the focus for equal rights for women is shifting from the legislative arena to the worksite,” Gerald McEntee, president of the million-member American Federation of State, County and Municipal Employees (AFSCME) said today that his union will step up its efforts to pressure public sector employers into examining the relative wages of women workers based on comparable worth and pay equity.

McEntee, who recently addressed a large ERA rally in Tallahassee, Florida, as the AFL-CIO official representative, noted that AFSCME was one of the first unions to endorse the Equal Rights Amendment.

“Our commitment to the ERA remains solid. We will support the amendment’s reintroduction in the Congress,” McEntee said. “But, working women can’t wait for the ERA to address marketplace discrimination. Unions like AFSCME will intensify their legal and contractual efforts to make sure that women workers receive equal pay for equal responsibilities — something the 1964 Civil Rights Act guarantees them.”

McEntee noted that AFSCME has been the leader in efforts to capitalize on the comparable worth decision (Gunther vs. State of Washington) issued last summer by the U.S. Supreme Court. Some of AFSCME’s efforts in the comparable worth and pay equity area have been:

- By agreement with CSEA-AFSCME (Civil Service Employees Association) in New York State, the state has set aside a half-million dollars for a study on wage discrimination.
- A successful strike by AFSCME’s San Jose local, which won $1.4 million in pay upgradings for women clerical and secretarial workers working for the city. The strike was the first ever over the issue of comparable worth and affected 2,000 members of AFSCME Local 101.

WASHINGTON — The Equal Rights Amendment officially failed on the June 30 midnight ratification deadline, just three states short of the required 38, but proponents vowed the ERA is not dead.

“We have just begun to fight,” declared Ellie Smeal, president of the National Organization for Women, at a rally of some 2,000 ERA supporters in Lafayette Park across from the White House.

“We will continue to fight until justice is ours and equality is won,” she said.

AFL-CIO President Lane Kirkland said in a statement, “The Equal Rights Amendment to the U.S. Constitution and the principles embodied in it are issues that will not die.”

Kirkland said that “with or without the ERA, however, a positive, ongoing women’s rights agenda exists for the future,” and pledged:

“We reaffirm our commitment to strive for the elimination of all discrimination against women, especially women in the work force, and call upon our affiliates to push forward on organizing, securing comprehensive quality child care service affirmative action in the workplace, addressing the issue of pay equity, eliminating sexual harassment, removing any inequities that may remain in collective bargaining agreements and encouraging the full involvement of women in all aspects of trade union life as part of our strategy to tear down the barriers to social and economic equality for women in America.”

At a press conference prior to the rally, Smeal announced that NOW would switch from a primarily lobbying effort for ERA ratification to more direct political and economic campaigns.

Smeal said the political campaign would include efforts to defeat state and national legislators who did not support ERA and to elect women and ERA supporters to state and national offices.

“We are putting both parties on notice that they can’t take women for granted any more,” she declared. “It is time to end the ‘stag party’ atmosphere of the legislatures, the Congress and the political parties.

“We’re not going to be cheerleaders anymore,” she declared. “We’re going for power.”

Smeal said the economic campaign would be directed at “corporate interests that profit from sex discrimination,” whom she called the “silent lobby” against ERA.

“We intend to go after corporations directly, using the power of public opinion to eliminate sex discrimination in the marketplace. We are determined to make sex discrimination costly instead of profitable for those who practice it.”

She said NOW also will use the courts to bring suits in employment and product sex discrimination cases. One target will be insurance companies, she said.

Smeal said NOW is convinced that ERA will pass when corporations are no longer practicing sex discrimination and women are stronger in legislatures.
PHILADELPHIA — The 10 percent income tax cut which took effect July 1 provides no real tax relief for the vast majority of working Americans and will do little if anything to lift the economy out of recession, according to a study by the AFL-CIO Public Employee Department.

The July 1 tax cut is the second installment of the three-stage “across-the-board” cut which began last October 1 with a 5 percent cut. Another 10 percent reduction currently is set for July 1, 1983.

The tax cuts were enacted by Congress last year as part of the Reagan Administration’s “supply-side” Economic Recovery Program to stimulate savings and business investment. But as the recession deepened following enactment of the Reagan tax and budget program, Reagan and his advisers began touting the July 1 cut as a stimulus to consumer demand and economic recovery.

Titled “The Republican ’82 Tax Cut: Reagan’s Hoax on Working Americans,” the 32-page study was released at the Democratic Party’s national conference here by Public Employee Department President Kenneth T. Blaylock, who was joined by House Speaker Thomas P. O’Neill, Jr.

The study shows that for families earning less than $50,000 a year, the July 1 tax cut is more than offset by tax “bracket creep,” by higher Social Security taxes, and by the higher state and local taxes resulting from the Reagan tax and budget program.

Thus, the tax cut won’t increase mass purchasing power and demand for goods, it says. When all these factors are added up, “the conclusion that the Reagan presidency has brought about significantly higher tax burdens for the vast majority of American taxpayers is inescapable,” says the study.

States and localities have been forced to enact regressive sales and property taxes because of Reagan policies, including cuts in federal aid, accelerated depreciation tax breaks for business to which many state tax rates are tied, and the recession which has reduced local revenues and strained services, it notes.

The study shows that “the only people with real tax cuts under the Reagan tax program are those who earn well in excess of $50,000 a year.” Families making over $200,000 a year face net higher tax bills ranging from $177 to $325 in 1982.

In Minneapolis, one of the nine cities in the study, a $25,000-a-year family of four will receive $305 from the Reagan tax cut this year. But increases in the state sales and income taxes will take $196 of that away. Hikes in city property, water and sewer taxes will take another $106 away. Income bracket creep and increased Social Security payroll taxes add $44 to the family’s tax burden.

The net effect for the Minneapolis family: an overall tax hike of $431.

Thus, the study concludes, “the Reagan tax cut is really not a tax cut at all. It is a tax shift in which some people — specifically, lower and middle-income taxpayers — receive significant tax increases, and others — specifically, the rich — receive substantial tax reductions.”

Copies of the study can be ordered from the AFL-CIO Public Employee Dept., Suite 308, 815 16th Street, N.W., Wash., D.C. 20006.

July 1 tax cut a ‘hoax’
TROY — Neil Kennedy believes in an honest day's work for an honest day's pay.

He doesn't believe in forced sick leave, and his belief has caused him and CSEA to take on the State of New York Division of Military and Naval Affairs (DMNA) in a hearing before the Governor's Office of Employee Relations.

"I want to work. I can do light duty and earn my pay," Kennedy said, shedding light on the reasons behind his battle with the DMNA.

An employee of the New York State Armories for 22 years and current president of CSEA Capital District Armories Local 250, Kennedy was forced to use 32 days of sick leave to allow a minor leg ulcer to clear after a colonel saw him sitting at a desk with his leg elevated, per doctor's orders.

"Previously, DMNA officials have allowed myself and other armory employees temporary restricted duty assignments to accommodate minor medical problems. This time I was forced to use time I cannot afford to lose because of a possible bad image problem."

"Light duty means I can't lift over 40 pounds, or climb stairs excessively. Usually I end up behind a security desk, answering phones, directing deliveries, aiding visitors and performing light maintenance. My doctor and the state physician agreed that I could do most of my normal duties, mopping and buffing floors, dusting, painting and minor electrical repairs. But they both said I should also be allowed to elevate my right leg whenever possible, such as during breaks or lunch."

This time, however, the DMNA forced Kennedy to use 32 days of sick leave before he was allowed to return to full time duty status.

"Since Meyer Frucher (GOER director) is so set against employees abusing sick leave unnecessarily I assumed that he would also be against state management forcing an employee to use sick leave without a good medical reason. Leg ulcers are not life-threatening. I'll never be free of the problem. But I should be free to determine if I am too hobbled to work. If either doctor had said 'no work' I wouldn't be battling this issue. Both said 'light work.' I want to work, not use sick leave."

A decision from GOER is expected shortly.

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Dutchess deputy sheriffs' pact

DUTCHESS COUNTY ATTORNEY Steve Wing, left, prepares contracts for signing under the watchful eyes of Sheriff Fred Scoralick, second from left, County Executive Lucille Pattison and CSEA Unit President Joe Roberto. The two-year pact for the deputy sheriffs unit of Dutchess County Local 814 awards a 7.5 percent raise this year and a 7.75 percent raise next year. The union also won a dental plan administered by CSEA's Employee Benefit Fund.

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Notice to Tier II and III employees: Are you in the right tier?

CSEA is trying to identify employees who are in the wrong tier of the state's retirement system.

Union officials believe there may be employees in Tier III of the system who were hired before July 1, 1976, and therefore belong in Tier II. Likewise, there may be employees in Tier II who belong in Tier I because they were hired before July 1, 1973.

As part of its legislative package for the next session, CSEA is proposing a "reopener" designed to get employees into the proper tiers based upon their date of employment.

The union recently proposed and supported two bills which would have provided a "reopener," but the Legislature recessed without enacting either bill.

If you are in the wrong tier and could benefit from such legislation, speak up. Send a note explaining your situation to your senator and assemblyman, as well as to CSEA's legal office.

All letters to the legal office should be addressed to Eileen Haley, c/o Roemer & Featherstonhaugh, 99 Washington Ave., Suite 1130, Twin Towers, Albany, N.Y. 12210.
OMH maintenance supervisor awarded $700 for economical safety latch suggestion

ALBANY — A maintenance supervisor for the state Office of Mental Health has been awarded $700 for his suggestion which has resulted in savings to the state estimated at $7,000.

Clifford Leuthauser, of the Office of Mental Health, Ulster, recommended an economical way to meet new standards for latches on doors to patient's sleeping rooms. Under the requirement, doors must have latches which will keep the doors closed in case of fire, but which can be opened with a key. Leuthauser suggested using commercially available latches, costing $24 each, that magnetic catches be installed at a cost of about $2.75 each. His idea was accepted at the state's facility in Ulster and Marcy. Savings have been estimated at $7,000.

Leuthauser's award is the largest of 34 recent State Employees Suggestion Program cash awards. The awards total $2,910, and the net first-year savings resulting from the suggestions have been estimated at more than $35,000.

The Suggestion Program is administered by the State Department of Civil Service, and the awards are made by the State Civil Service Commission.

Other awards approved in April and May were:

$225 — Helen C. Williams, social services disability specialist, Department of Social Services, New York City.
$100 — Arthur G. Mann, highway maintenance supervisor II, Department of Transportation, Monticello; Thomas L. Rice, machinist, Department of Transportation, Syracuse; Maxine Skpowski, senior data entry machine operator, Department of Taxation and Finance, Albany; Claude H. Rabinowitz, file clerk, Workers' Compensation Board, New York City; Sharon Johnson, typist, Workers' Compensation Board, New York City; Eileen M. Bleichert, claims examiner, Department of Social Services, Albany; Charles C. Manno, highway maintenance supervisor II, Department of Correctional Service, Attica; William H. Bartlett, motor vehicle mechanic, Office of Mental Health, Ogdensburg; Roger E. Perry, security hospital treatment assistant, Office of Mental Health, Marcy; M. Elizabeth Reddish, principal clerk, Department of Audit and Control, Albany; and Robert J. Collins, principal clerk, Department of Taxation and Finance, Albany.

$90 — Astraf Muhammad, purchasing agent, Department of Social Services, Albany.

$50 — Lucille M. LaPointe, tax technician I, Department of Taxation and Finance, Albany; Rose M. Arpino, clerk, Department of Taxation and Finance; Stanley L. Gerke, automotive mechanic, Batavia; and Raymond H. Shaffer, motor equipment mechanic, Canandaigua, both of the Division of State Police; Laura M. Lawton, composer operator, Division of Alcoholism and Substance Abuse, Albany; Leonard Granelli, safety officer, Office of Mental Health, Central Islip; Joseph J. Belardo, principal audit clerk, Department of Taxation and Finance, Albany; and Raymond W. Albright, maintenance assistant, Division of Military and Naval Affairs, Batavia.

$35 — Franklin E. Dillon, senior parole officer, Division of Parole; and Olis Ogletree, maintenance assistant, Office of General Services, Albany.

Each of the following received a $25 award: Ruth Scheeter, principal clerk, Department of Motor Vehicles, New York City; Adelard J. Perrier, electrician, Department of Transportation; Walter F. Southard, junior engineer, Department of Transportation, Hauppauge; John H. Heusman, principal drafting technician, Office of General Services, Albany; Bonnie DelZotto, mail and supply clerk, Taxation and Finance, Albany; Delfon Courtney, health program administrator, Department of Health, Albany; William P. DeColle, principal drafting technician, Office of General Services, Albany; John P. Veneron, pharmacist, Mental Health, Rochester; and Ruth E. Clifford, employment security clerk, Department of Labor, Newburgh.

OMH maintenance supervisor awarded $700 for economical safety latch suggestion

SYRACUSE — Forty CSEA-represented state employees at the SUNY College of Environmental Science and Forestry recently completed an Effective Communication Workshop conducted over a four week period at the College.

According to Alice Steckiewicz, president of CSEA Local 647, the workshop was requested by the union through management and funded by a state grant negotiated by CSEA in the 1979-81 contract.

The workshop consisted of four two-hour sessions with Joanne Kaplan, Development Specialist at Syracuse University, serving as instructor.

The comprehensive sessions dealt with such topics as: "Nonverbal Communications — Listening," "Verbal Communications," "Overcoming Barriers to Communication," and "Giving Feedback, Developing Skills."

Judith Kimberlin, Compliance Officer and Workshop Coordinator for the College, explained the objective of the program was to give employees the opportunity to improve effectiveness in communication through better understanding of communication concepts and techniques, using group exercises, role-playing, lectures and distributed material aids.

"Judging by some of the comments, we feel the employees found the workshop to be quite beneficial," Kimberlin said.

It was encouraging to hear such employee remarks as, 'It's been helpful already with co-workers and at home... It helped me to learn — to stop and think — and really listen...'

The workshop has been completed by employees in sociology, biology, forestry, wildlife conservation, and science. The result of the four sessions was to give employees the tools to improve communication with one another.

OMH maintenance supervisor awarded $700 for economical safety latch suggestion

"Steckiewicz said the workshop was an excellent example of labor and management cooperating to take advantage of an available educational grant to benefit employees."

"The grant was included in the 1979-81 contract negotiations, and we felt the workshop was a very positive way to utilize those funds. For the best results, it was decided to limit the size of the workshop class to 40 employees. If it can be arranged, and there is enough interest, we may request another session in the future," Steckiewicz said.

The four two-hour sessions were conducted over a four week period at the SUNY College, with employees attending during regular working hours.

COMMUNICATIONS DISCUSSION — Alice Steckiewicz, left, president of Local 647 at SUNY College of Environmental Science and Forestry, discusses the recent Effective Communication Workshop series with Instructor Joanne Kaplan, center, Development Specialist at Syracuse University, and Judith Kimberlin, Compliance Officer and Series Coordinator for the College. Forty employees attended the four-session workshop funded by a state grant negotiated with CSEA for 1979-81.
BUFFALO — When the employees of Erie County Community College City Campus enter the majestic doorways of the impressive Gothic-looking building in which they work, they can take pride in the fact that they are working in a historic landmark.

The members of CSEA Local 815 can also enjoy the beautiful refurbished atmosphere of a Gothic structure that has been brought into the bright sunshine of modern education as the result of a concerted community effort to save a solid structure from the redevelopment wrecking ball.

Sue Zalowski, librarian and union grievance chairperson, said her 14 co-workers at the City Campus feel very proud of working in a “tourist attraction,” CSEA represents some 100 members at two other county campuses.

“One sad factor,” Zalowski said, “is that all the students wishing to attend can’t be accommodated. Our enrollment has been increasing steadily and we have a long waiting list of students who wish to attend.”

George Clark, Local 815 grievance chairman, and Marian Klein, college unit president, said they are hopeful that state and county formulas for student allotments can be worked out that would allow more students to attend the gleaming facility.

Kirkland message to NAACP stresses unity in elections

BOSTON — Labor and the civil rights movement must pool voting strength to “reverse the disastrous policies of the Reagan Administration,” urged AFL-CIO President Lane Kirkland.

In a message to the NAACP’s 73rd convention here, Kirkland pointed to the “devastating and intolerable” unemployment inflicted by Reaganomics.

“We must have a program that makes the creation of a fully employment economy a top priority,” he insisted.

Union and civil rights contingents marched side by side in last September’s massive Solidarity Day demonstration, Kirkland said, stressing that “the alliance must continue and flourish.” The Nov. 2 election is Solidarity Day II, Kirkland reminded the NAACP. “We urge you to join with us and other concerned citizens and march to the polls.”

Earlier, NAACP Executive Director Benjamin L. Hooks and Urban League President John E. Jacobs had written their local branches and chapters calling for close cooperation with AFL-CIO central bodies on issues of common concern.

“We have joined in coalition to fight the budget cuts and the dismantling of social and economic programs designed to help the disadvantaged in our socie-
LANDMARK AGREEMENT — CSEA President William L. McGowan signs his half of a State grant application which will set up Employee Assistance Programs (EAP) in CSEA’s county subdivisions. Waiting his turn is New York State Association of Counties (NYSAC) President George Arney, seated right. NYSAC Executive Director Edwin Crawford, seated left, NYSAC Assistant Executive Director Arthur J. O’Neil, standing center, and CSEA/EAP Director James Murphy witness the historic signing.

ALBANY — The Employee Assistance Program (EAP) will soon be available to all CSEA members, thanks to a recent agreement reached between the union and the New York State Association of Counties (NYSAC).

In what was hailed as a "landmark in labor relations," CSEA President William L. McGowan and NYSAC President George Arney signed and submitted a grant application for $152,600 in seed money to set up EAP projects in the county subdivisions.

Previously, only state employees were afforded the benefit of the confidential employee assistance program.

"A great deal of time and money has been saved by taking the labor-management approach," commented CSEA/EAP Director James Murphy. "We had to bang on a lot of doors to get the state’s EAP off the ground. But now with the county’s managers behind us, we’re well on the way to a successful assistance program."

NYSAC is a non-profit association of over 6,000 executive, legislative and administrative officials. Provisions in the New York State Division of Alcoholism grant allows for full-time NYSAC/EAP staff to be housed in the association’s Albany headquarters.

Enthusiastic turnout for Rome Annual Health Fair

ROME — Judging by the enthusiastic response by employees, the 2nd Annual Health Fair conducted recently at Rome Developmental Center was a success.

The day-long event was sponsored by the state-funded Employee Assistance Program and organized by Robert Hill, EAP coordinator, with the cooperation of Keith Hoffman, director at the facility.

Hill said that eight community agencies and nine in-house departments shared in the activities held in a gymnasium on the Rome campus. Off duty employees were invited to take advantage of such free services as blood pressure screening, eye and ear testing, and pick up additional information and material on recreation, infection control, proper diet and other topics related to health.

Among the many community agencies participating in the Fair were the National Council on Alcoholism, Hospice of Utica, Arthritis Foundation, Association for the Blind, American Cancer Society, American Heart Association, American Lung Association and the Shriners (burn unit information).

“Our Health Fair is an outstanding example of how community services and concerned employees from state departments can work together to provide services and valuable information to employees who may have a need now or sometime in the future. When you get more than 400 state employees thinking ‘health,’ you have accomplished something worthwhile,” Hill remarked.

Refreshments were provided by CSEA Local 422 for employees who visited the Fair before or after their work shifts or during lunch breaks.

Additional displays and services are expected to be included in the 1983 Health Fair.
Union-sponsored voter registration drives gear up for Sept. primary

**LOCAL BOARDS OF ELECTIONS:**

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**VOTER REGISTRATION CARDS DELIVERED — Barbara Stack, Capital Region voter registration drive coordinator, gives a package of registration cards to an employee of the Albany County Board of Elections. Other packages of registration cards were delivered to Rensselaer, Schenectady, Saratoga, Schoharie, Greene, Clinton, Columbia and Essex counties.**

**Region VI: ‘resounding success’**

WEST SENeca — More than 100 new voters have been added to the election rolls as a result of efforts by CSEA Local 427. A two-day registration drive at the West Seneca Developmental Center was “a resounding success,” in the words of registration committee chairman Cathy Nailor.

“We went all out to inform our fellow members of the need to register for the upcoming primary election,” she said. “We mounted posters all over and handed out flyers at the entrances to the center on the two days of the drive.

“We’re really proud of the fact that 200 eligible registrants, we were able to sign up 115 new voters,” Nailor continued. “After they saw how easy it was, most people were really delighted to sign up and get it done with.

“Some had moved since they voted last, and some younger staff had never voted before. Our registration table was set up in the Medical and Surgery Building, and it was very convenient for almost everyone. We went from 7 a.m. to 4 p.m. both days.”

The registration committee included Mary Busse, Barb Biniecki, Debbie Lee, Mary Baldwin and Julius Beckham.

Nailor urged those who didn’t register in time for the primary to make sure they are registered for the general election in November.

**To register for primary**

**Deadline hears**

The deadline for registering to vote in the Sept. 23 primary election is fast approaching. To be eligible to vote in the primary, your local Board of Elections must receive your voter registration form by August 9 and you must complete your enrollment section of the form, indicating in which party’s primary you will vote.

Many CSEA locals have conducted voter registration drives to give members an opportunity to register quickly and conveniently. But if your local did not have a drive, or you missed it, you should immediately contact your local Board of Elections to obtain a registration form.

Remember — if you do not vote, you have no voice. And your vote can make a difference. Just ask Jim Florio, who lost his bid for the New Jersey governor’s office by less than 1,500 votes out of a half million cast.

As a public employee you are in the unique position of electing your own bosses — elected officials from the governor on down who make decisions about your salary, benefits, pension and many other factors. Take advantage of your voice.

If you’re not registered, register. And vote.
WASHINGTON — The federal job safety agency wants to sharply curtail worker and union access to toxic exposure data and medical records kept by employers, the AFL-CIO has charged.

The Occupational Safety & Health Administration's proposed changes in the 1980 access standard would lop off coverage for about 11 million workers and slash by 90 percent the list of hazardous substances on which companies are required to maintain exposure records.

AFL-CIO Occupational Safety Director George H.R. Taylor characterized the Reagan Administration proposal as "yet another of the seemingly endless actions to weaken worker safety and health protections."

Taylor stressed that "no documentation or factual evidence supports the proposed amendments which would limit the scope of coverage, cut back records retention requirements and, for all practical purposes, eliminate access rights for short-term employees."

But in announcing the proposal, OSHA Administrator Thorne G. Auchter termed it an effort to "streamline" record-keeping requirements for employers.

The revisions would reduce the number of workers covered by the access rule from the current 25 million to about 17 million, an OSHA representative said, noting that the change would largely affect white-collar workers.

Labor's concerns primarily focus on four areas, Taylor said. They are:

- Changing the definition of a "toxic substance," which narrows the scope of covered chemicals from nearly 40,000 to 3,500. This means that employers would no longer have to keep exposure records on 90 percent of the chemicals now on the toxic substance list.
- Reducing the time employers are required to retain exposure and medical records, particularly for short-term workers who are employed less than a year. This change would affect workers employed by subcontractors in operations such as hazardous waste containment, building demolition or removal of asbestos materials.
- Permitting employers to withhold the identity of certain chemicals they deem a trade secret, thereby imposing restrictive conditions on the right of unions to gain needed information on toxic substances. The current standard requires employers to release information on chemical identity even if it is a trade secret.
- Soliciting comments on whether unions' automatic access to exposure records should be contained, noting that this right was recently upheld by the National Labor Relations Board and therefore does not have to be spelled out in the OSHA standard.

OSHA has scheduled a public hearing on the proposed changes for Oct. 5 and will accept comments until Sept. 14. All provisions of the existing standard will remain in effect until the changes are made final, OSHA said.

Local 830 rolls up sleeve to aid depleted blood banks

HEMPSTEAD — CSEA members from the Town of Hempstead unit of Local 830 donated more than 550 pints of blood recently to depleted blood banks in the New York City metropolitan area.

Gus Nielsen, president of the unit, said the unusually strong response to the CSEA call for donors was helped by the coverage of the blood drought in the New York City area that has been well publicized in local media.

"I'm very pleased with the turnout. People always criticize public employees as cold and uncaring. Our members are concerned and responsive citizens and they showed that by freely giving their blood," Nielsen said.

CSEA conducted the blood drive during the week of July 12-16. Nielsen directed the campaign through telephone calls and messages to shop stewards and members. He also appointed CSEA officers and members — including John Ninivaggi, Karen Albertuzzi, Ken Brotherton and Denis Faico — who visited worksites to urge Hempstead employees to donate blood.

The Greater New York Program collected blood at town administrative facilities and at the parks and beach areas and later distributed it to blood banks throughout the metropolitan area.

MONACHINO REASSIGNED — Veteran CSEA Collective Bargaining Specialist Patrick Monachino, who has covered various statewide bargaining units while working out of CSEA state headquarters in Albany, has recently been reassigned as a collective bargaining specialist serving units in the union's Capital Region. Monachino has moved his office to the Capital Region headquarters offices at 1215 Western Avenue in Albany.
School bus drivers test their skills in statewide contest

ALBANY — In the early morning haze, the contestants waited quietly, as a judge in a cowboy hat leaned against a barrier. The competitors were starting to feel the pressure. Their charges were unfamiliar. The course was a new one.

The School Bus Safety Road-eo held in mid-July on the grounds of the State University at Albany was the fifth annual event sponsored by the State Pupil Transportation Supervisors Association. The goal: to find the bus driver who could best wind his or her school bus through a tricky series of diminishing lanes, sharply curving alleys and narrow rows of tennis balls without touching anything.

The drivers, several of whom were CSEA members, were those who had passed local competitions to represent their regions as the best drivers in the state. As spectators and fellow drivers watched intensely, each bus glided forward or backward through quickly narrowing alleys that ended with obstacles within an inch of grazing each side.

All the tests were performed on unfamiliar buses.

"This bus was so different from anything I've ever driven before, it was like stepping into a spaceship," said Linda Sabourin, a driver from the Shenendehowa School District unit of Saratoga County Local 846. "The bus had such a different console, I had to ask where most of the controls were," she said, echoing other drivers' comments.

"It's a different kind of pressure here," said contestant Ronald Gens from the Silver Springs School District unit of Chautauqua County Local 807. "There are no kids -- just a judge." Despite the difficulties of the competition, Bill Maxon, from the Gloversville Enlarged School District unit of Fulton, took third place in the statewide contest.

"I was even more nervous about the contest when I found that the fellow who came in first has entered other competitions like this and is a pro. Most of us are greenhorns as far as the competition, no matter how well we know our jobs," said the driver of nine years.

The contest stressed safety, as well as driving skills. In order to compete, drivers had to have accident-free driving records with no tickets for at least a year. "According to the statistics from this conference, the only safer place to be traveling than a school bus is an elevator," Sabourin said.

The route to success: Respect, discipline go a long way

ALBANY — Top-notch safety skills aren't the only skills a school bus driver needs to successfully transport children to and from school 10 months of the year. Awareness, respect and discipline are also vitally important, say several of the drivers who participated in the recent School Bus Safety Road-eo held by the State Pupil Transportation Supervisors Association.

"Every day I'm carrying these kids, who are as precious to someone else as mine are to me. The safety and well-being of these kids is most important, but you also want to get them where they're going happily," said Jonathan Ryan, who drives a school bus in Southern Cayuga County and belongs to CSEA Local 806.

The father of three young children himself, Ryan says he enjoys chatting with the youngsters, and tries to tune in to their joys, sorrows, problems and personalities.

"One kindergartner, a really cute kid, wore (Sesame Street character) Bert and Ernie mittens all winter," Ryan recalled. "I called her 'Bert' all year.

"Another youngster cried at least once a week on the bus," he said, noting that he always tried to make the trip easier for the child. "He even cried the last day of school. I asked him, 'Why are you crying? School is almost over,' but he still cried." Ryan hesitated and looked forlorn himself for a moment. "It's going to hurt when I see that kid graduating from school." One school district transportation supervisor at the road-eo stressed that school bus drivers "must be aware of what's going on in front of and behind them. They have to keep their cool no matter what happens, and they have to love kids." Linda Sabourin of the Shenendehowa School District unit of Saratoga County CSEA Local 846, who has been known to have led Christmas carols to keep up her students' spirits, gave this recipe for success at driving a school bus: "You have to respect your passengers and care about them. You can't talk down to kids and get away with it!"

Bill Maxim of Gloversville, who placed third in the road-eo, said there are "two kinds of discipline -- one with love and one with hate. I have to keep my kids quiet when some of the country roads I drive on get bad in winter, but we get along fine."

Several CSEA members said the road-eo was a good test of driving skills and an incentive to improve them. "Yet it's the person driving the kids, day in and day out, getting them home -- safely and happily -- through the snow and worst of weather, who should be recognized as the real winner," said Ryan.