SECRET PAY RAISES FOR NASSAU COUNTY OFFICIALS BLASTED BY REGION PRESIDENT

AMITYVILLE — Terming the secret pay raises for Nassau County officials “backroom manipulation that does no one any good,” Region One President, Danny Donohue, last week called for a halt to the practice of County managers giving themselves fat raises, some as much as 50% increase in salary over one year — while county employees are restricted by the Taylor Law to bargaining and accepting pay increases of much less.

The secret pay raises granted to several top county officials were passed by the Nassau County Board of Supervisors several weeks after the 1981 budget went into effect on Jan. 1.

The Nassau County Controller received a 10 percent increase of $5,000 bringing his annual salary up to $55,000. One of his deputies received a 9.4 increase bringing his salary to $25,000, which represents an increase of 57.6 percent since 1980. Other officials received raises which increased their salaries between 23 to 30 percent over 1980 levels.

The more than 20 management officials who received the raises were part of “Ordinance No. 1” passed by the board unanimously on Jan. 5 which also approved the already negotiated CSEA salary raises for county workers. The CSEA negotiated pay raises of 7.5 percent were reached at a last-minute settlement under the threat of an imposed contract which Labor and Management observers agree would have been far less.

“It really smells,” said Mr. Donohue. “We're going into negotiations for the new contract now and we would be considered insane if we asked for a 50 percent increase for our members. What is additionally unfair, is that there is no productivity justification for these management raises and they come after the government in Nassau was crying poverty in their negotiations with us.”

“This is the kind of backroom manipulation that hurts government and public employees in the eye of the public. In the current national mood of austerity, it is particularly inappropriate. Secret pay raises must be abolished, Mr. Donohue said.

AN ANGRY Danny Donohue has demanded an end to “backroom manipulation” and secret pay raises for Nassau County officials. “It really smells,” he stated.

MEMBERS OF BROOKLYN DEVELOPMENTAL CENTER LOCAL 447 take part in a Martin Luther King Day observance on Jan. 15 including, from left, Metropolitan Region II President James Gripper, Rodney Pechles, Frank Fasano, Local 447 Human Rights Committee Chairman Sheryl Morse, Frank Ross, Local 447 President Brenda Nichols, Lewis W. Alleyne Jr., R. Gonzales and Luis J. Hyacinthe.
VICTOR FARLEY, Erie County Republican Committee chairman, told CSEA members that the relationship between the union and the GOP is changing for the better.

MORE THAN $600 was raised for the PEOPLE program with a raffle and sale of various PEOPLE items. Here, PEOPLE Committee chairperson Sheila Brogan draws raffle winners with assistance from CSEA Region VI President Robert Lattimer.

BUFFALO — The changing relationship between CSEA and the two major political parties was the main subject during a recent luncheon sponsored by the Region 6 PEOPLE committee.

Victor Farley, chairman of the Erie County Republican Committee, and Larry Kerwin, chairman of the Monroe County Democratic Committee, served as guest speakers at the recent luncheon at the Buffalo Hilton Hotel here.

The luncheon, together with a raffle and the sale of various PEOPLE items, helped to raise $600 for PEOPLE, according to James Corbin, who heads that committee.

"In 1971, the union movement was at war with the legislature," Farley said. Ten years later, there is a changing attitude between the GOP and CSEA... We have attempted not to dispute, but rather to talk, listen, understand and be sympathetic to reasonable requests. At the same time, CSEA has been kind to us."

"And while we can't respond to all requests, the evolution is continuing. There is goodwill on both sides," he said.

In response to a question on the future of the Taylor Law, Farley said, "I have always been optimistic, but it is very difficult. I am hopeful we could do something this year."

Kerwin emphasized that he believed it was time for the union to work from within the party system as members.

"It is not enough to simply work (for political action) on the outside," he said, "when you can influence the selection of the candidates as well. It may be hard to do, and there may be conflicting interests at times, but it is not a great price to pay," Kerwin said.

Region VI raises $600 for PEOPLE

BUFFALO — The changing relationship between CSEA and the two major political parties was the main subject during a recent luncheon, sponsored by the Region 6 PEOPLE committee.

Victor Farley, chairman of the Erie County Republican Committee, and Larry Kerwin, chairman of the Monroe County Democratic Committee, served as guest speakers at the recent luncheon at the Buffalo Hilton Hotel here.

The luncheon, together with a raffle and the sale of various PEOPLE items, helped to raise $600 for PEOPLE, according to James Corbin, who heads that committee.

"In 1971, the union movement was at war with the legislature," Farley said. Ten years later, there is a changing attitude between the GOP and CSEA... We have attempted not to dispute, but rather to talk, listen, understand and be sympathetic to reasonable requests. At the same time, CSEA has been kind to us."

"And while we can't respond to all requests, the evolution is continuing. There is goodwill on both sides," he said.

In response to a question on the future of the Taylor Law, Farley said, "I have always been optimistic, but it is very difficult. I am hopeful we could do something this year."

Kerwin emphasized that he believed it was time for the union to work from within the party system as members.

"It is not enough to simply work (for political action) on the outside," he said, "when you can influence the selection of the candidates as well. It may be hard to do, and there may be conflicting interests at times, but it is not a great price to pay," Kerwin said.

Charges dropped in James Corbin case

RIVERHEAD — A Suffolk County Court judge has dismissed a grand larceny indictment against former Suffolk County CSEA Local 852 president James Corbin which had accused him of illegally paying a law firm approximately $2,000 in union funds — to use in his unsuccessful campaign for re-election in 1977.

Mr. Corbin had been accused of paying for the law firm to have copies of the CSEA-Suffolk County contract he helped negotiate printed so they could be distributed to CSEA members in time for the election.

In dismissing the indictment for second-degree larceny, County Court Judge Howard A. Levine said evidence presented to the grand jury was insufficient to sustain the indictment and there was no proof that Mr. Corbin personally profited from the transaction.

Local 804 files an IP after town rejects tentative pact

TOWN OF UNION — An Improper Practice Charge has been filed against the Town of Union by CSEA on behalf of Town of Union Unit members of Broome County Local 804.

According to Jim Corcoran, CSEA Field Representative and Chief Negotiator for the Unit, the IP Charge was the result of the Town Board's recent rejection of a negotiated Contract after tentative agreement had been reached.

In the charge CSEA points out that... December 10, 1980, CSEA and the Town of Union's Negotiating Team, headed by Councilman Harder, agreed upon a tentative pact. The agreement called for wage increases of 8½ percent the first year and 9 percent the second year. It also called for new dental coverage for the town's 142 employees.

December 22, 1980, the CSEA membership ratified the agreement. January 7, 1981, the Town of Union Board voted 3 to 1 to reject the tentative agreement.

The CSEA charge further contends that... "after the tentative agreement had been ratified by CSEA... and when it was presented to the Town Board for ratification, Councilmen Harder and Kunzman — both members of the Negotiating Team — failed to vote for and support their own tentative agreement. Councilman Kunzman actually voted against it."

CSEA contends that the tentative agreement should be considered a formal binding contract, with any reserved right of ratification on the part of the town to be waived.

Controversy arose over the tentative agreement because of the cost of a proposed dental insurance plan.

A pre-hearing conference with a PERB representative is scheduled for February 4th, and the hearing date for February 18, 1981.

Region V nominations urged

SYRACUSE — Claire McGrath, Chairperson for the Region V Nominating Committee, has issued an urgent request to those wishing to submit nominations for the office of Regional President, Executive Vice-President, 1st, 2nd and 3rd Vice-Presidents, Treasurer, Recording Secretary, and one local government Educational Representative to the Statewide Board of Directors.

Mrs. McGrath stressed the importance of submitting nominations to the attention of: Chairperson, CSEA Region V Headquarters, 280 Elwood Davis Road, Suite 308, Liverpool, New York 13088, no later than 5 PM on Tuesday, February 17, 1981.

Mrs. McGrath also cautions CSEA Locals and Units to take special care in nominating only those who have been CSEA members in good standing for at least one year prior to the date of nomination.
Win two years back pay for LI secretary

Diana McLaughlin terminations were illegal both times

By Hugh O'Haire Jr.

MINEOLA — A persistent and dogged legal effort by CSEA Nassau local 830 resulted last month in a court-ordered award of more than two years' back pay to a secretary from a Long Island school district. The union contends she was illegally fired from her job — not just once, but twice.

Diana McLaughlin, a secretary at the North Bellmore Union Free School District, was awarded back pay and "all other benefits of her employment" for the period between February 1978, when she was originally fired from her position, and August 1980, resulting from an action brought by the CSEA in the Nassau County Supreme Court.

Mrs. McLaughlin was suspended at the end of school in July 1, 1977 and later fired for alleged incompetence after a hearing held by the school board in February, 1978. The CSEA brought an article 78 proceeding to review her discharge. CSEA attorney Richard Gaba said, because the same official who had allegedly told Mrs. McLaughlin to resign or be fired was the hearing officer at her case.

"We felt that it was a prejudicial hearing and that the hearing officer should have disqualified himself," said Mr. Gaba.

The Appellate Division agreed with the CSEA and the case was returned to the school district for a new hearing. Mrs. McLaughlin was fired again after a hearing last August. The CSEA has appealed that decision, Mr. Gaba said. At that time, the union also started proceedings to get Mrs. McLaughlin's back pay. The North Bellmore School District contended that by firing Mrs. McLaughlin, they did not have to pay her back wages. While the Nassau Supreme Court agreed with the CSEA position and ordered the school district to pay Mrs. McLaughlin her back pay, the school had 30 days to file an appeal.

"We just hope the school district and other government units in Nassau get the message that we stand by our employees," said Nicholas Abbatiello, president of Local 830. "No matter how long it takes, no matter how complicated the legal wrangling, if we feel one of our members has been unfairly treated, we will pursue a remedy to the limit."

Metro Tax and Finance forms joint committee

NEW YORK CITY — A labor-management committee for the State Department of Taxation and Finance for the New York City metropolitan area was organized recently.

The CSEA members of the committee include department CSEA Board of Directors member John Gully; metro area department employees Willie Raye, John Ulman and Douglas Murphy; and New York City 010 President Joseph Johnson.

Management members of the committee include department director of the Bureau of Labor Relations Donald Geik and management personnel Florence Kaufman, Violet Rehbein and Nancy Lang.

At the initial meeting of the committee recently, Gully and Geik were selected as co-chairmen.

CSEA says it will scrutinize Cohoes budget in effort to resolve impasse, labor issues

COHOES — With both the Department of Public Works Unit and the City Hall Clerical Unit of the Civil Service Employees Association at impasse in negotiations with the City of Cohoes, the CSEA Capital Region is submitting the proposed Cohoes City budget for 1981 for complete economic analysis.

Regional spokesman Daniel Campbell explained the reasons behind the union's action. "This office wants to confirm if the fiscal situation which the City of Cohoes claims to exist, does exist. An analysis of the proposed City budget, which supposedly forecasts a $300,000 deficit, a 28 percent tax hike and the termination of ten percent of the public employee workforce, may provide either support for the City's claim or concrete recommendations on how to avoid the predicted tax hike and workforce cuts," Campbell said.

The union spokesman noted that such economic analysis had recently helped a county served by the Capital Region to avoid a similar fiscal crisis. "Budgets and budget processes do not allow for human error. Often, due to time frame pressures, deadlines, etc., a crisis situation can develop due to an unnoticed budget mistake," he explained.

"A no cost line by line, item by item analysis of the proposed budget by an interested third party such as CSEA, may provide the City of Cohoes with the means of resolving its problems. This effort, however, requires cooperation and communication, rather than confrontation," he said.

The union spokesman concluded, "CSEA is asking the City of Cohoes not to take any action on the proposed City budget until the time consuming analysis procedure can be completed. Hurried actions could be both unnecessary and detrimental in this situation. Patience in allowing the process to take place may pay a dividend well worth the wait and the effort," he said.

THE PUBLIC SECTOR, Wednesday, February 4, 1981 Page 3
Applications being taken for work study program

Applications are now being accepted for New York State's '701 Work Study Program, leading to a Masters degree in city and regional planning, community development, public administration, or closely related fields. The program, administered by the NYS Department of State and funded under the federal '701 Comprehensive Planning Assistance Program, is intended to increase the representation in planning and public administration of professionals with special knowledge of the concerns of minority and low income people.

Individuals selected for the program must enroll for full-time study at one of three participating universities: State University of New York (SUNY) at Albany, SUNY at Buffalo, or Cornell University. Participants receive financial assistance, as well as excellent professional education through a combined program of academic study and work experience.

The Work Study Program is open to qualified individuals who have a financial need and who demonstrate an insight into low income and minority concerns. Past academic performance is considered in selecting participants, but is less important than the potential ability for successful graduate study.

Thirty students are currently enrolled in the program and more than 100 have been graduated over the past 10 years. Many participants have been people who thought they could not manage full-time graduate study because of age, money, personal responsibilities or other reasons, but with the assistance of the '701 Work Study Program were able to obtain the professional education needed to pursue their career objectives and improve their professional contribution to the communities where they work.

For information, contact Paula Ford, Senior Planner DOS Division of Planning and Federal Programs, 162 Washington Avenue, Albany, NY 12224.

BOYCOTT

Nestlé

ALBANY — Boycott Nestlé and keep babies in the "Third World" from dying.

Nestlé, an American company, has been criticized for its marketing practices in the developing world. The company has been accused of promoting infant formula in countries where breast milk is the primary source of nutrition. This has led to a boycott campaign against Nestlé products.

The Nestlé boycott is a call to action against the company's practices, which many believe are exploitative and harmful. The campaign aims to raise awareness about the negative impact of Nestlé's marketing strategies on children and women in the developing world.

In this article, we explore the reasons behind the Nestlé boycott, its impact, and the ongoing debate surrounding its role in global nutrition.
NEW ROCHELLE — 1980 was quite a year, especially for the three CSEA units here in this city of 70,000 people. It was a time of on-again, off-again negotiations, which saw a Taylor Law settlement imposed on 100 workers of the city unit, and eleven hour agreements reached for 40 library staff people and 22 housing authority employees.

Field Representative Larry Sparber went through the year of ups and downs together with Unit Presidents Tony Blasie, Phyllis Kennedy, and Mickey Circelli. He can now look forward, with Blasie, to the whole process starting again for the city unit.

Meanwhile, here's a run-down of where things are:

• CITY UNIT: settlement imposed on Dec. 16, which included:
  • six percent raise, retroactive to Jan. 1, 1980;
  • establishment of dental plan with municipal contribution of $100;
  • mileage allowance increase to 25 per mile, effective Sept. 1, 1980;
  • increase to 200 in number of sick days which can be accumulated;
  • setting up of joint labor-management safety committee, and
  • improved discipline procedures.

The imposed agreement expired Dec. 31. Negotiations are about to resume, and a review of the 1980 New Rochelle budget done by CSEA notes, "it should be clear that there is an excess of funds in the budget available for purposes not yet appropriated."

• LIBRARY UNIT: two-year contract reached, granting:
  • six percent wage hike in the first year, retroactive to Jan. 1, 1980, and seven percent in the second year;
  • dental plan;
  • increase in night differential pay for fulltime employees whose working hours extend beyond 6:00 p.m.;
  • extra 'floating holiday'; and
  • clarification of work hours and shift arrangements.

• HOUSING AUTHORITY UNIT: three-year pact negotiated, which includes:
  • annual seven percent salary raises, retroactive to start of 1980;
  • granting an extra holiday, "Martin Luther King Day";
  • establishing dental plan;
  • tightening up grievance procedures, and
  • assigning of overtime on an equitable basis.

Meanwhile, here's a run-down of where things are:

• CITY UNIT: settlement imposed on Dec. 16, which included:
  • six percent raise, retroactive to Jan. 1, 1980;
  • establishment of dental plan with municipal contribution of $100;
  • mileage allowance increase to 25 per mile, effective Sept. 1, 1980;
  • increase to 200 in number of sick days which can be accumulated;
  • setting up of joint labor-management safety committee, and
  • improved discipline procedures.

The imposed agreement expired Dec. 31. Negotiations are about to resume, and a review of the 1980 New Rochelle budget done by CSEA notes, "it should be clear that there is an excess of funds in the budget available for purposes not yet appropriated."

• LIBRARY UNIT: two-year contract reached, granting:
  • six percent wage hike in the first year, retroactive to Jan. 1, 1980, and seven percent in the second year;
  • dental plan;
  • increase in night differential pay for fulltime employees whose working hours extend beyond 6:00 p.m.;
  • extra 'floating holiday'; and
  • clarification of work hours and shift arrangements.

• HOUSING AUTHORITY UNIT: three-year pact negotiated, which includes:
  • annual seven percent salary raises, retroactive to start of 1980;
  • granting an extra holiday, "Martin Luther King Day";
  • establishing dental plan;
  • tightening up grievance procedures, and
  • assigning of overtime on an equitable basis.

REGION I NOMINATIONS DEADLINE

NORTH AMITYVILLE — Members of Long Island Region I who wish to be considered for nomination to run for a regional office must file an official application at Region I Headquarters between Feb. 1 and Feb. 28. Region I President Danny Donohue announced.

He said official applications are available at the regional headquarters, 740 Broadway, North Amityville; (516) 789-1170.

The regional offices are president; first, second, third and fourth vice president; secretary and treasurer.

Applications received will be considered by the Region I Nominating committee of:

John Aloisio, Robert Campbell, Steve Devorsney, Laura Fortner, Thomas Harris, Alex Koszczky, Raymond Magliulo, Louis Manellino, Ida McDaniel, Stanley Meadows, Carlo Fuglise, Stanley Roberts and Trudy Schwinn.

APPOINTMENTS RULE REVISED

Civil Service Rule 4.11, which governs appointments to encumbered competitive state position, has been completely changed.

An "encumbered position," or "hold item," is one which becomes vacant when its incumbent goes on an unpaid leave of absence — typically to begin probation in a higher level job or accept a provisional promotion.

Under the new rule, persons permanently appointed to an encumbered position have all the rights and benefits of permanent status, except if the prior incumbent's return.

The new rule provides a greater degree of stability and job security than the old rule, and therefore is expected to make it easier for agencies to fill jobs vacated by employees on leave — a consideration of increased significance now that probation of a year or more are in effect for many titles.

The new rule took effect Dec. 18, and applies to appointments, promotions, transfers and reinstatements made on or after that date.

Permanent appointments to encumbered items are called "contingent permanent." Under the old Rule 4.11, those appointed remained on eligible lists and still could be canvassed for permanently vacant positions. Under the new rule, the names are removed from the eligible list, just as they would be in the case of full permanent appointments.

In cases where an employee is promoted on a contingent permanent basis and the prior incumbent later returns, the name of the displaced employee would be placed on a preferred list for the higher level title in the promotion unit in which the individual had been serving.

Questions concerning the rule change should be directed to your agency personnel office.

THE PUBLIC SECTOR, Wednesday, February 4, 1981 Page 5
AFFILIATION has the future looking bright for union membership

Late in the afternoon of January 22, 1981, in a moment of historical significance, CSEA President William L. McGowan and AFSCME International President Jerry Wurf signed documents linking the two unions in a permanent affiliation. That same day CSEA delegates had overwhelmingly approved the affiliation, duplicating results of a vote a week earlier by CSEA's Board of Directors. In its 71st year of existence, the Civil Service Employees Association had taken a dramatic turn in its history.

Nearly three years earlier, in April, 1978, CSEA agreed to an experimental, 5-year temporary affiliation with AFSCME and the AFL-CIO. CSEA's impact was immediate, pushing AFSCME over the one million member mark.

"This is a proud moment..."

I am delighted to welcome the members of CSEA into a permanent affiliation with AFSCME. This is a proud moment for everyone in our union. Nobody has more of a right to be proud than CSEA President William McGowan, who has courageously led CSEA into full participation in the labor movement.

With CSEA/AFSCME unity, public employee unionism has come of age, in New York State and on the national scene. In New York, CSEA/AFSCME has almost 400,000 members, more than any other union of any kind in either public service or private industry. Across the nation, AFSCME has more than one million members. Within the AFL-CIO, only one national union is larger than we are.

Years ago, the most powerful unions were those in mass production industries or the building trades—unions representing steel workers, auto workers, garment workers, and construction craftsmen. Even among public employees, specialized "crafts"—teachers, police officers, or firefighters—often had more power than other public employees.

CSEA/AFSCME unity means that the largest and strongest union is the union that represents you—mental hygiene and mental retardation employees, clerical employees, hospital workers, highway workers, school employees, and other state and local government employees. We have the strength of numbers—and you can be sure that public officials are sitting up and taking notice—in Washington, in Albany, and in your county board, town hall, school board, and university system.

The CSEA/AFSCME affiliation not only combines the strength of our memberships but also pools our energies, skills, and experience in representing state and local government employees in New York State, and we have succeeded in putting at CSEA's disposal the skills that we have sharpened in representing public employees in other states.

During the last three years, CSEA and AFSCME have worked together successfully on many issues, especially fighting for federal aid for state and local governments. In New York State, the state and local governments are dependent upon federal aid for at least 28% of every dollar in their budgets. CSEA/AFSCME unity gives public employees in New York State clout with Senators and Representatives from almost every state in the battle to win federal aid for New York. The experience and viewpoints of CSEA members have been valuable for AFSCME legislative staffs in our union's efforts to shape federal policies on programs such as care for the mentally ill and retarded, public general hospitals, and the problem-ridden CETA jobs program.

Through the CSEA/AFSCME Joint Legislative Office in Albany, we have put the strength of 400,000 members to good use in the State Legislature. Under Bill McGowan's leadership, CSEA and AFSCME helped make New York one of only two states in the nation to pass special legislation guaranteeing public employees a safe and healthful workplace.

In addition to legislative and political action, CSEA and AFSCME have worked together on collective bargaining, education and leadership training, and public relations and communications programs. In a landmark victory in November, 1979, CSEA and AFSCME together defeated a Proposition 13-style spending limitation in Erie County that would have cut back public services and public employees' jobs.

What we have done together during the past three years is only a prelude to what we can accomplish together in the future. These past three years have been a learning period in which CSEA and AFSCME have come to understand more about each other's strengths, resources, needs, and traditions. Now, we know better than before how we can help each other out and work together on issues of common concern.

As Bill McGowan has said, "CSEA needs AFSCME, and AFSCME needs CSEA." While it's true that we have never needed our strength as much as we need it now, the older industrial states such as New York are in the grip of an economic crisis that injures state and local governments. On the national level, the new Administration and the new Congress are dominated by politicians who have been hostile to public services and public employees. Politicians on the state and local level—In New York and other states—are joining their counterparts in Washington in the "anti-government" chorus.

CSEA and AFSCME have each prevailed during difficult times in the past. Working together as one union, we will be an even stronger voice for our members and for all the people who depend upon public services.
**The Affiliation Decision: An Insider's View**

By CSEA Region VI President Robert L. Lattimer

Chairman of the Special Committee to Study the CSEA/AFSCME Affiliation

When Bill McGowan called me last summer and told me I was the Chairman of the Special Committee to Study the CSEA/AFSCME Affiliation, I had very mixed emotions.

As CSEA's Western Region President, I knew all about the affiliation and I also knew just how big the Committee's job was going to be. The Board of Directors gave the Committee a rather broad mandate: study the affiliation.

In a period of just a few months, we were asked to canvass the membership of a 225,000 member union spread over 50,000 square miles, interview officials of both unions, conduct independent research in this area and then issue a report on what may well be the most momentous decision this union has ever had to make.

We faced hard issues, tough questions and a great deal of confusion on the part of the membership as to just what was involved in our original affiliation. But our Committee asked the tough questions regardless of who had to answer them. We tried to be open-minded about the issues, we tried to understand all the implications in this complex relationship and we struggled to keep this issue, and our task, in its proper perspective.

The result was a series of hearings with rank and file members all over the state, in every Region, at least once. More than 600 pages of verbatim minutes were entered into our records and that was just the beginning. We traveled to Washington for a face-to-face interview with Jerry Wurf and his staff. There were hard questions, at the beginning of this effort and at the end, we interviewed Bill McGowan and his staff.

By the end, we knew that the AFSCME affiliation had been good for CSEA and the agreement President McGowan and President Wurf negotiated to continue that affiliation would also be good for our members. We unaniomously endorsed it.

The fact that this Committee was ever formed and was given a free hand to do what had to be done, says an awful lot about our union. The fact that this Committee was able to take on such a huge task and complete it says a lot about the people who served on it.

Our Delegates have endorsed the CSEA/AFSCME affiliation by the incredible majority of seven-to-one. I would like to think that part of the reason for that unanimity was the work that this Committee did to get out all the facts, in the open, for everyone to see, study, debate and decide upon.

The contribution we made would not have been possible without the members of this very special committee: Paul Christopher, Michael Curtin, Detore Farrell, Felton King, Maureen Malone, and Patrick Mascioli. CSEA owes them its thanks for a job well done.

---

**CSEA President William L. McGowan**

CSEA has joined the organized labor movement in America permanently. We are Local 1000, AFSCME, AFL-CIO and we will be a better union for it. But this affiliation is not the beginning of the end for all our problems. Rather, it is the end of the beginning of our efforts to become a better union for our members.

The CSEA/AFSCME affiliation is the most important step we have taken in our evolution from the CSEA of the past into the bona fide public employee union that CSEA is today. That is why I originally proposed our "temporary" affiliation in 1978 and vigorously fought for our new, "permanent" relationship.

We still have a long road ahead of us in making our union reach its full potential, but we have come a long way in just the past several years. Affiliation is a milestone in our progress, but there is still much that is left to be done.

Let's be frank about where we have been as a union and where we are going. Four years ago CSEA had more than its share of problems. There was a new era in public employment in this state, an era marked by financial crisis for state and local government. Times were hard for our members and to a great degree, they still are, but the mass layoff contracts are now only bitter memories of the past.

We have learned from the hardship of the past and it has been a catalyst for dramatic changes in our union that have hastened our evolution from what we were to what we can, and will, become. A permanent affiliation with AFSCME and the AFL-CIO is the most obvious change, but there have been many other changes over the past several years that are making CSEA a better union.

Of all the changes, few have been as startling as the advent of political action. Four years ago, our lobbyists had to fight their way into the State Capitol to talk to a legislator. Four months ago, the President of the United States, the Governor of New York, a United States Senator from New York, the Speaker of the State Assembly and the Majority Leader of the State Senate, came to our Delegate's Meeting to address CSEA.

With the advent of political action, we have won the first real reform of the Taylor Law in a decade, repeal of the one probationary period for strikers. Another victory, agency shop, is ending the era of the "free rider" who willingly accepts union benefits but refuses to pay his fair share of union dues. Occupational safety is no longer a dream for public employees in New York State. Thanks to CSEA political action, the dream is now reality.

Our union is making dramatic progress in other fronts as well. For far too long, our members received benefits administered by their employers, but provided by CSEA negotations. The members enjoyed the benefits, but easily lost sight of the role CSEA played in winning them.

Two years ago, the CSEA Employee Benefit Fund was created. More than 100,000 state employees represented by CSEA now receive dental and prescription drug insurance provided directly by CSEA's Employee Benefit Fund using payments provided by the state under CSEA's contracts.

Our Benefit Fund provides better dental insurance than state employees ever had before and popular new prescription drug insurance, all at no cost to the employees. Local governments are beginning to join the Benefit Fund as CSEA negotiates participation for its members into contracts with local government employers. The Benefit Fund is just a beginning, but it offers great promise for our union's efforts to protect the people that we represent.

Two years ago, CSEA created an Employee Assistance Program that brought the union into the world of mental health to help individuals deal with personal and family problems. The concept is sophisticated labor relations: help an employee solve a personal problem before it become an employment problem, but the real winners are the employees who have someone to turn to when they need help.

Also in 1979, the union's negotiations with the state created a Clerical-Secretarial Employees Assistance Program (CSEA/P) that has opened administrative career opportunities for employees previously trapped in dead-end jobs. Clearly, the CSEA/P concept offers future opportunities for CSEA members throughout the state.

And there's a new "look" about our union in the last few years. In 1978, the birth of "The Public Sector" upgraded our communication with our membership. Through this award-winning publication, CSEA is trying to increase member interest in our union so they can participate in the democratic ideals of our union and be better informed about CSEA.

A statewide media campaign using newspaper, radio and television messages has brought the value of public services into the homes of millions of New Yorkers as we begin our efforts to restore respect for public employees and public services. Through this effort, CSEA is taking a sophisticated approach to protecting public services.

Our union still has a long way to go to reach its full potential and the problems that have plagued our members in the past will not disappear tomorrow, but we have made dramatic progress in only the last three years and that should give all of us a sense of hope for the future.

Our new new relationship with AFSCME and the AFL-CIO is speeding CSEA's efforts to better protect and serve all of our members, but affiliation is only a part of our efforts to make our union a better union. Working with AFSCME, CSEA will continue its struggle to make life better for its members by continuing to make CSEA the best public employee union in America.
Meetings keep members informed

CLAUDIA GARRETT, like many of the members in attendance, had questions to ask about the various presentations during the meeting.

LOCAL 690 MEMBER Jim Dettinger asks a question from the floor of a Local official. Such meetings encourage two-way communications between the Local membership and leadership.

ALBANY — One of the prime purposes of conducting regularly scheduled Local meetings is to keep the membership informed of the many union-related activities that affect them, as well as providing a forum for the membership to have direct access to the union leadership. The January meeting of Tax and Finance CSEA Local 690 was such an example, with Local leaders discussing items of interest, along with union representatives reporting on statewide issues and a member of the union’s Board of Directors discussing the affiliation issue in depth. The adjacent photos relate some of the variety of information made available at Local meetings.

LOCAL 690 PRESIDENT Carmen Bagnoli tells members about union activities involving the Local.

A QUESTION is raised by Local 690 member Harriett Drozin.

DELORES FARRELL, a member of CSEA’s statewide Board of Directors, discusses the CSEA/AFSCME affiliation issue at the Local meeting held just prior to a delegate meeting which affirmed permanent affiliation.

LATEST INFORMATION on the state’s employee evaluation program was given by Joseph Conway.

Labor stresses more jobs, industry in Washington

WASHINGTON — Measures to put Americans back to work and restore the vitality of the nation’s productive capacity will be the major thrust of organized labor in the 97th Congress, AFL-CIO Legislative Director Ray Denison said on Labor News Conference last week.

"There is a constituency for those programs," Denison stressed. He listed specific action to reshape international trade policies, bolster the U.S. auto industry and make a meaningful start on a synthetic fuels program as the keys to a successful session for the new Congress.

Questioned by reporters on the network radio interview, Denison said the labor movement will also put strong emphasis on defending vital worker protections against dangerous cuts and poor administration. He said the "considerable conservative shift" in Congress and the new Administration has put workers, the economy and the entire society in a "much more precarious posture."

Denison acknowledged that ultra-conservatives are putting substantial pressure on Congress and that a drive against the labor movement, as an institution, could develop. But, he said, the hope is that "moderate forces will prevail," for there is "no percentage to be gained if warfare on the Hill pits the American labor movement against hard-nosed, right-wing zealots."

Far more important, he asserted, is a sustained effort to move toward a full-employment economy that is built on a stable base. That, he said, will be the key battleground for the labor movement.

---

Calendar of EVENTS

February

7—Region IV workshop for local/unit nominations and elections chairpersons, 9:30 a.m.-3 p.m., Ramada Inn, Western Avenue, Albany.
10—Westchester County CSEA Inc. Employee Benefit Fund annual meeting, 7 p.m., 85 Court Street, White Plains.
11—Saratoga County Local 846 stewards meeting, 5 p.m., Solar Building, High Street, Ballston Spa.
14—Long Island State Parks Local 102 dinner dance, 8 p.m., Huntington Towne House, Huntington.
15—Onondaga County Local 234 Annual Membership "Get-Together," 8:30 p.m., Hotel Syracuse, Syracuse, New York.
17—Saratoga County Local 846 Executive Board meeting, 7 p.m., Solar Building, High Street, Ballston Spa.
18—Buffalo Local 003, Executive Committee meeting, 6:30 p.m., Plaza Suite, Buffalo.
18—Region V Winter Conference, Hotel Syracuse, Syracuse.
20-22—Region V Winter Conference, Hotel Syracuse, Syracuse.
**Safety conscious Local 002 President warns DOT of potential dangers**

**Grievance prompts crucial safety directive**

BINGHAMTON — Safety awareness among New York State employees took another step forward recently, thanks to the alertness of Chuck Eynon, President of CSEA Local 002 Binghamton, and his safety-conscious stewards.

According to Eynon, they became aware of some potentially hazardous working conditions involving bulldozers and the men who operate or work near them.

"We saw a definite need for new safety procedures where bulldozers are concerned and filed a grievance," Eynon said.

Apparently the grievance was well justified because a six-point directive was issued regarding the operation of bulldozers in NYS DOT Region 9.

The directive states:

"The operator of the bulldozer will be in plain view of an observer appointed by the supervisor responsible for the operation under the following conditions:"

1. Excavation work under bridges where it is necessary to remove the exhaust stack or rollover protection structure.
2. Excavation work under bridges subjected to flood conditions where overhead debris could dislodge and fall.
3. Excavation work in creeks where it is required to pass under windfalls, dead trees and limbs which could fall.
5. Work in the vicinity of working face of gravel banks where the dozer could fall from the top or be buried in a cave-in.
6. If the operation presents a potential hazard and the decision is made by the Resident Engineer, Assistant Resident Engineer, H.M.S. II or H.M.S. I to have an observer present at the work location of the bulldozer.

In situations where a crew is working in the same area as the bulldozer operation, it will not be necessary to provide an observer for the bulldozer. However, the individual in charge of the work crew shall be made aware that he has the responsibility for keeping an eye on the bulldozer operator."

In a closing comment, Eynon said, "As President of Local 002, I strongly believe it is my responsibility to take every possible step to assure my fellow employees have safe equipment and are adequately protected by safety rules."

CSEA fought for those OSHA Laws that became effective January 1, 1981. If we all become more safety conscious and report potential hazards, it will help prevent many accidents. And less accidents mean fewer injuries, lost time, expense to the employee and the State of New York."

**Hard fought Orangetown pact reached**

ORANGETOWN — Agreement has been reached on a new two-year contract affecting 140 employees of this Rockland County community.

Local President John Mauro, noting the pact covers 1980 and 1981, describes it as, "a hard fought battle but even when you take into account present day restraints, it's a fair and equitable settlement."

Employees get retroactive first year wage hikes of six percent, with minimum $1,000 guarantee plus increments, while this year increases of seven percent are allowed in addition to increments, which are awarded on the employee's anniversary date.

Other features, according to Collective Bargaining Specialist Manny Vitale, include establishment of standing labor-management and safety committees, payment of a five percent shift differential, and granting of a four-hour emergency rest period (with pay) to employees working on snow removal.

Also provided is unchallenged CSEA representation for the maximum period, physical exams at the town's expense every two years for sewer, parks and recreation employees, appointment of committees to investigate an improved dental plan and to establish flex hours, and full payment by the town of state wide health plan premiums for workers and their dependents.

Mauro chaired the negotiating team, assisted by Mason Luther Michael Menegaux and Gail Raffaele.

PUTTING THEIR SIGNATURES on the agreement are Union President John Mauro and Town Supervisor Joseph V. Colello, with Collective Bargaining Specialist Manny Vitale seated next to them. Witnessing the signing were standing, from left, Unit Negotiating Committee Member Michael Menegaux, Deputy Town Attorney James L. Casey, and Public Works Commissioner James Callozzo.

**Military leave ruling**

Thirty days of military leave means 30 calendar days, not 30 working days, the State's highest court ruled last month.

The case was brought by a State employee who contended that weekends and holidays should not be counted in computing use of military leave while on active duty.

The case involved Subdivision 5 of Section 242 of the Military Law which gives public employees the right to a maximum of "30 days" of paid leave a year "while in the performance of ordered military duty."

The Court of Appeals affirmed an Appellate Division order which overturned a lower court decision. The lower court ruled for the employee. The Appellate Division, however, said, "The respondent (the employee) would have us read in the additional word 'working' as applied to days. It is well established that we should not read words into a statute to give it a meaning not otherwise found therein."

THE PUBLIC SECTOR, Wednesday, February 4, 1981
The Employee Benefit Fund lists regional dentists directory.

ALBANY — The CSEA Employee Benefit Fund has just put out an updated list of dentists who, in most cases, accept their fee schedule as payment in full. The directory is published in response to requests from the membership. Copies are available at all regional CSEA offices.

It should be noted that dental plan participants are free to choose any dentist they want, whether or not listed in the directory. Moreover, publication carries with it no guarantees, so it is recommended that before any begins treatment, they discuss fully with their dentist what services will be required and what charges may be incurred.

Here's the full listing:

### REGION 1

<table>
<thead>
<tr>
<th>American Dental Center</th>
<th>6180 East Jericho Turnpike</th>
<th>Commack, New York 11725</th>
<th>(516) 499-0040</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Dental Center</td>
<td>111 Old Country Road</td>
<td>Hicksville, New York 11801</td>
<td>(516) 822-9292</td>
</tr>
<tr>
<td>Caplin Osher Dental Center*</td>
<td>4277 Hempstead Turnpike</td>
<td>Bethpage, New York 11714</td>
<td>(516) 735-1166</td>
</tr>
<tr>
<td>Harvey Caplin, D.D.S.</td>
<td>3601 Hempstead Turnpike</td>
<td>Levittown, New York 11756</td>
<td></td>
</tr>
<tr>
<td>Dr. Bernard B. Corwin, D.D.S.</td>
<td>31 Bette Ann Drive</td>
<td>Bethpage, New York 11714</td>
<td></td>
</tr>
<tr>
<td>Family Dental Care Center</td>
<td>747 Franklin Avenue</td>
<td>Franklin Square, New York 11010</td>
<td>(516) 872-0100</td>
</tr>
<tr>
<td>Family Dental Care</td>
<td>150 Broadhollow Road</td>
<td>Melville, New York 11747</td>
<td>(516) 271-9394</td>
</tr>
<tr>
<td>Steven Goldberg, D.D.S.</td>
<td>3601 Hempstead Turnpike</td>
<td>Levittown, New York 11756</td>
<td>(516) 579-5757</td>
</tr>
<tr>
<td>Milford D. Horner, Jr., D.D.S.</td>
<td>123 West Suffolk Avenue</td>
<td>Central Islip, New York 11722</td>
<td>(516) 234-0527</td>
</tr>
<tr>
<td>Paul H. Knel, D.D.S.</td>
<td>31 Bette Ann Drive</td>
<td>Centerreach, New York 11720</td>
<td>(516) 588-4112</td>
</tr>
<tr>
<td>Dr. J. V. Lane, P.C.</td>
<td>111 Old Country Road</td>
<td>Hicksville, New York 11801</td>
<td>(516) 822-9292</td>
</tr>
<tr>
<td>American Dental Center</td>
<td>1025 Grand Concourse</td>
<td>Bronx, New York 10456</td>
<td>(212) 253-6000</td>
</tr>
<tr>
<td>American Dental Center</td>
<td>434A Albee Square</td>
<td>Brooklyn, New York 11201</td>
<td>(212) 376-6700</td>
</tr>
<tr>
<td>American Dental Center</td>
<td>2502 88th Street, Room 4B</td>
<td>Brooklyn, New York 11251</td>
<td>(212) 449-9695</td>
</tr>
<tr>
<td>American Dental Center</td>
<td>1212 Kings Highway</td>
<td>Brooklyn, New York 11203</td>
<td>(212) 376-6700</td>
</tr>
<tr>
<td>American Dental Center</td>
<td>233 West 49th Street</td>
<td>New York, New York 10019</td>
<td>(212) 506-3030</td>
</tr>
<tr>
<td>American Dental Center</td>
<td>34-36 Main Street</td>
<td>Franklin Square, New York 11010</td>
<td>(516) 379-1200</td>
</tr>
<tr>
<td>Avenue Dental Clinic</td>
<td>1609-13 Avenue M</td>
<td>Brooklyn, New York 11220</td>
<td>(212) 643-8200</td>
</tr>
<tr>
<td>Dr. Seymour Butensky, D.D.S.</td>
<td>492 Eight Avenue (between 55-56th Streets)</td>
<td>New York, New York 10019</td>
<td>(212) 247-1531</td>
</tr>
<tr>
<td>Dr. Paul Cohen, D.D.S., P.C.</td>
<td>942 Queens Boulevard</td>
<td>Elmhurst, New York 11373</td>
<td>(212) 478-3232</td>
</tr>
<tr>
<td>Dr. Paul Cohen, D.D.S., P.C.</td>
<td>339 East Fordham Road</td>
<td>Bronx, New York 10458</td>
<td>(212) 933-9000</td>
</tr>
<tr>
<td>Family Dental Care Center</td>
<td>924 Avenue O</td>
<td>Brooklyn, New York 11230</td>
<td>(212) 376-4415</td>
</tr>
<tr>
<td>Dr. Elliott Grottell, D.D.S.</td>
<td>215-18 Hillside Avenue</td>
<td>Queens Village, New York 11427</td>
<td>(212) 46-2891</td>
</tr>
</tbody>
</table>

### REGION 2

| Group Health Dental Facility | 230 West 41st Street | New York, New York 10018 | (212) 398-9690 |
| Jack S. Irwin, D.D.S. | 789 Amsterdam Avenue | Bronx, New York 10467 | (212) 231-1555 |
| Dr. Simon Kappel, D.D.S. | 3725 3rd Avenue | Brooklyn, New York 11219 | (212) 436-0202 |
| Dr. Noel F. Parris, D.D.S., P.C. | 1785 Bedford Avenue | Brooklyn, New York 11225 | (212) 469-5737 |
| Michael Richman, D.D.S. | 37-60 Junction Boulevard | Corona, New York 11366 | (212) 639-7100 |
| Michael Richman, D.D.S. | 90-31 Surf Avenue | Jamaica, New York 11435 | (212) 523-4800 |
| Richmond Dental Services at Major Department Store | 2259 Forest Avenue | Staten Island, New York 10303 | (212) 442-4440 |
| Philip Rothman, D.D.S. | 80-86 Palisades Avenue | Staten Island, New York 10305 | (212) 477-1975 |
| Charles Servader, D.D.S. | 706 West 41st Street | Brooklyn, New York 11219 | (212) 299-1800 |
| Donhue Wilson, P.C. | 253 Utica Avenue | Brooklyn, New York 11213 | (212) 773-0227 |

### REGION 3

| American Dental Center | 10 Russell Road | Albany, New York 12206 | (518) 482-6568 |
| Sharad Desai, D.D.S. | 209 Western Avenue | Guilderland, New York 12084 | (518) 456-5134 |
| Leonard Martin, D.D.S. | 323-34 Steinway Street | Astoria, New York 11103 | (212) 728-4327 |
| Dr. Fredrick A. Mele, D.M.D. | 430 Avenue O | Brooklyn, New York 11230 | (212) 44-2891 |

### REGION 4

| Albany Dental Health Facility | 130 Ontario Street | Albany, New York 12206 | (212) 462-6568 |
| Sharad Desai, D.D.S. | 290 North Boulevard | Albany, New York 12206 | (518) 798-9561 |
| American Dental Center | 233 West 49th Street | New York, New York 10019 | (212) 506-3030 |
| American Dental Center | 3943 Main Street | Flushing, New York 11301 | (212) 436-2638 |
| Avenue Dental Clinic | 1609-13 Avenue M | Brooklyn, New York 11220 | (212) 643-8200 |
| Dr. Seymour Butensky, D.D.S. | 420 65th Street | New York, New York 10019 | (212) 247-1531 |
| Dr. Paul Cohen, D.D.S., P.C. | 339 East Fordham Road | Bronx, New York 10458 | (212) 933-9000 |
| Family Dental Care Center | 924 Avenue O | Brooklyn, New York 11230 | (212) 376-4415 |
| Dr. Elliott Grottell, D.D.S. | 215-18 Hillside Avenue | Queens Village, New York 11427 | (212) 464-2891 |

| American Dental Center | 2502 88th Street, Room 4B | Brooklyn, New York 11251 | (212) 449-9695 |
| American Dental Center | 233 West 49th Street | New York, New York 10019 | (212) 506-3030 |
| American Dental Center | 34-36 Main Street | Franklin Square, New York 11010 | (516) 379-1200 |
| Avenue Dental Clinic | 1609-13 Avenue M | Brooklyn, New York 11220 | (212) 643-8200 |
| Dr. Seymour Butensky, D.D.S. | 420 65th Street | New York, New York 10019 | (212) 247-1531 |
| Dr. Paul Cohen, D.D.S., P.C. | 339 East Fordham Road | Bronx, New York 10458 | (212) 933-9000 |
| Family Dental Care Center | 924 Avenue O | Brooklyn, New York 11230 | (212) 376-4415 |
| Dr. Elliott Grottell, D.D.S. | 215-18 Hillside Avenue | Queens Village, New York 11427 | (212) 464-2891 |

**THE PUBLIC SECTOR, Wednesday, February 1, 1981**
REGION 3

American Dental Center
200 Hamilton Avenue
White Plains, New York 10601
(914) 949-6800

David Bilstein, D.D.S.
Route 52, Robert Mark Building 2
Hopewell Junction, New York 12533
(914) 896-5070

Robert E. Colby, D.D.S.
•bneca Plaza
Vestal, New York 13850
Parkway Dental Group
105 Annetta Street
New Hartford, New York 13413
(315) 798-7188

Dr. Frederick A. Meier, D.M.D.
Syracuse, New York 13202
500 South Sahna Street

Dr. Arnold B. Elkind, D.M.D., P.C.*
115 Fulton Avenue
New City, New York 10956
(914) 471-1530

REGION 5

•lawrence P. Golding, D.D.S.
500 South Salina Street
Syracuse, New York 13202 (315) 476-8349

Martin & Winkler*
500 South Salina Street
Syracuse, New York 13202 (315) 476-5489

Dr. Frederick A. Mele, D.M.D.
Dental-Vu Dental Offices, P.C.
Cicena Plaza
New Hartford, New York 13413 (315) 797-0700

Parkway Dental Group
105 Annetta Street
Vestal, New York 13850 (315) 798-7188

REGION 6

Barzman & Kasimov, D.D.S., P.C.
Delaware Professional Center
523 Delaware Avenue
Buffalo, New York 14202
(716) 886-4430

Brighton Dental Group, P.C.*
125 White Spruce Boulevard
Rochester, New York 14623
(716) 473-1280

Lawrence P. Golding, D.D.S.
(Practice limited to Orthodontics)
1430 Main Street
Buffalo, New York 14209
(716) 882-2662

David M. Goldstein, D.D.S.
1430 Main Street
Buffalo, New York 14209
(716) 883-1400

*Fee schedule accepted for most services.

MEMBERS OF THE SOUTHERN REGION III Nominating Committee are, from left, Pete Dean, Department of Transportation Local 507; Charles Maneri, Rockland Psychiatric Center Local 844; Cindy Wholey, Westchester County Local 860; Robert Coleman, Rockland Psychiatric Center Local 421; Janice Schaff, Local 880; James McGuiness, Palisades Park Commission Local 165; and Paul Gangloff, Wassaic Development Center Local 456.

Region III elects committees

NEWBURGH — The Southern Region III Executive Board recently elected members to serve on both the Region III and State Nominating committees.

Elected to the Region III Nominating Committee were: Robert Coleman, Rockland Psychiatric Center Local 421; James McGuiness, Palisades Park Commission Local 165; Pete Dean, Department of Transportation Local 507; Paul Gangloff, Wassaic Developmental Center Local 456; Janice Schaff and Cindy Wholey, Westchester County Local 860; and Charles Maneri, Rockland County Local 844.

Coleman, McGuiness and Ms. Schaff also were elected to the State Nominating Committee.

White Plains unit members ratify a 3-year contract

WHITE PLAINS — A new, three-year contract has been overwhelmingly ratified by city workers. The vote was 218 in favor and 29 opposed, according to Unit President Joseph Roche.

The wage package provides seven percent the first year, eight-and-a-half percent the next year, and a cost of living increase of between six and nine percent in the final year, depending on the rate of inflation.

Employees hired prior to Oct. 4, 1978, will continue to receive increments, the system by which they advance on a salary scale, while those hired after that day will participate in a new merit increase plan.

Merit increases will be granted annually according to procedures not yet finalized by both parties. One-half percent of the bargaining unit's total gross compensation each year, however, will be targeted for the increases.

The newly ratified agreement is retroactive to July, 1980.

Other highlights of the pact, according to Collective Bargaining Specialist Ron Mazzola, are:

• unit president shall be notified of all job vacancies and promotional opportunities, and be guaranteed a half-day each week to administer union business.

• increase of $20 at the start of the 2nd and 3rd contract years in employer's contribution to dental insurance.

• appointment of a labor-management committee to study various issues ("blue collar" classification comparable wage survey, "blue collar" clothing allowance, tuition assistance, "standby pay," and compensatory time accumulation and use).

• increase in recreation supervisor's pay in lieu of overtime.

• paid leave allowed for serious injury in immediate family.

• double time for all hours worked in excess of 16 consecutive hours, and

• upon receiving a promotion, employee placed on a step of promotional grade which provides for at least a seven percent increase over current salary.

CSEA's negotiating team was chaired by Daniel Armstrong, and included Roche, Herb Alston, Michael Dalton, Michael DeMasi, Reginald Garnett, Rushad Harris, Russell Herten, Ruth Harris, Margaret Majthényi, Dan Miller, Ernestine Newton, Brian O'Rourke, and Lee Palmer.
HAUPPAUGE — More than 70 members of Long Island Region I attended a safety workshop on the new OSHA and Toxic Substances laws for public employees in New York State.

Leading the workshop were CSEA Collective Bargaining Specialist Nels Carlson and Steve Fantazzo of AFSCME.

Region I President Danny Donohue praised the members who turned out for the evening meeting on the day of a snow storm. “The good turnout in spite of the weather indicates how important the union membership considers job safety and health,” Donohue said.

The OSHA (Occupational Safety and Health Act) Law provides a mechanism through the State Department of Labor for employees or the union to report possible safety and health violations. The law provides mechanisms for inspections of the alleged violations and for having the violations corrected. The Toxic Substances, or the Right to Know Law gives public employees the right to know the danger of being exposed to chemicals in their work environment and provides employees with a mechanism to legally refuse to work when management fails to comply with the law.

SUFFOLK COUNTY LOCAL 852 members at the Region I safety workshop include Betty Mennes and Charles DeMartino.

CENTRAL ISLIP PSYCHIATRIC CENTER Local 404 is represented at the Region I safety workshop by, from left, Stanley Roberts, Mary Ansbach, Jessie Kelly and James Forsyth.

DISPLAYING THE CERTIFICATES presented to members of Long Island Region I who attended the safety workshop in Hauppauge on the OSHA and Toxic Substances laws are Region I President Danny Donohue, center, and Region I Safety Committee members, from left, Nicholas Avella, Suffolk Education Local 870; Arthur Loving, State Parks Local 182; Charles Novo, Suffolk County Local 852; and Ralph Spagnolo, Nassau County Local 830.

AMONG THE MEMBERS OF LONG ISLAND REGION I attending the safety workshop are Frank and Madeline Fasano, both of Nassau Education Local 865.

ATTENDING THE LONG ISLAND REGION I safety workshop are, at left, from left, Doris Serina and Dorothy Goetz, both Suffolk County Local 852.